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Board of Education



53rd Annual Report

OF THE

Board of Education

OF

Newark, N. J.

1908-09

FIFTY-THIRD ANNUAL
REPORT
OF THE
BOARD OF EDUCATION
OF NEWARK, N. J.
FOR THE
SCHOOL YEAR ENDING JUNE 30, 1909

COMPRISING
THE REPORT OF THE BOARD OF EDUCATION; THE REPORT
OF THE CITY SUPERINTENDENT; REFERENCE AND
STATISTICAL TABLES; THE RULES OF
THE BOARD, AND REGULATIONS
FOR THE SCHOOLS



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BOARD OF EDUCATION

1909

OFFICERS.

FREDERICK F. GUILD, *President.*

GEORGE W. TOMKINS, *Vice President.*

R. D. ARGUE, *Secretary.*

SAMUEL GAISER, *Ass't Secretary,*

322 Summer Avenue.

107 Park Avenue.

A. B. POLAND, *City Superintendent,* 258 Montclair Avenue.

DAVID B. CORSON, *Ass't City Superintendent,* 51 Berkeley Avenue.

J. WILMER KENNEDY, *Ass't City Superintendent,* 3 Emmett Street.

CHAS. A. MACCALL, *Supervisor of Attendance,*

59 Washington Avenue.

DR. GEORGE J. HOLMES, *Supervisor of Medical Inspection,*

17 Elizabeth Avenue.

ERNEST F. GUILBERT, *Supervising Architect,*

43 Carlton Street, East Orange.

GEORGE W. KNIGHT, *Supervising Engineer,*

112 Heller Parkway.

AARON W. MILLER, *Supervisor of Repairs,*

630 Summer Avenue.

CHARLES M. MYERS, *Counsel,*

62 Nelson Place.

MEMBERS.

<i>Name</i>	<i>Place of Business</i>	<i>Place of Residence</i>
George W. Tomkins	74 Passaic Street	69 Mt. Pleasant Ave.
Benedict Prieth	225 Washington Street	36 Van Ness Place
Charles P. Taylor	167 Ridgewood Avenue	167 Ridgewood Ave.
James Taaffe	9-11 Badger Avenue	153 Roseville Ave.
Leser Lehman	144 Front Street	33 Lincoln Park
John Breunig	280 Springfield Avenue	52 Sixteenth Ave.
Frederick F. Guild	Prudential Building	495 Mt. Prospect Ave.
Thomas S. McCabe	234 Lafayette Street	234 Lafayette St.
Edgar R. Brown	725-727 Broadway, N. Y.	15 So. 10th St.

STANDING COMMITTEES.

1909

Finance and Legislation

Tomkins, Lehman, Taaffe, Brown, Breunig, Guild

Buildings, Grounds and Supplies

Taaffe, Lehman, Prieth, Taylor, Tomkins, McCabe, Guild

Instruction and Educational Supplies

Breunig, Brown, Prieth, McCabe, Taylor, Guild

STATISTICAL RECORD

OF THE

BOARD OF EDUCATION

For the Years 1908 and 1909

NAMES OF MEMBERS, WITH THE YEARS IN WHICH THEY
HAVE SERVED, RESPECTIVELY.

FREDERICK F. GUILD.....	1908-9
THOMAS S. McCABE.....	1908-9
EDGAR R. BROWN.....	1908-9
GEORGE W. TOMKINS.....	1908-9
BENEDICT PRIETH.....	1908-9
CHARLES P. TAYLOR.....	1908-9
JAMES TAAFFE.....	1908-9
LESER LEHMAN.....	1908-9
JOHN BREUNIG.....	1908-9

PRESIDENTS OF THE BOARD.

*STEPHEN CONGAR.....	1851-2-3-4
*SAMUEL H. PENNINGTON.....	1855-6-7-8-9-60-1-2
*THOMAS W. DAWSON.....	1863-4-5
WILLIAM K. McDONALD.....	1866
*FREDERICH W. RICORD.....	1867-8-9
EDWIN H. DAWSON.....	1870
*WILLIAM A. WHITEHEAD.....	1871
*L. SPENCER GOBLE.....	1872-3
*SAMUEL A. FARRAND.....	1874
*ARAM G. SAYRE.....	1875
EDWARD L. DOBBINS.....	1876-7-8-9-80 (9 mos.)
*GEORGE B. SWAIN.....	1880 (3 mos.)-1-2-3
*EDWARD GOELLER.....	1884-1889-90-1
*EDMUND L. JOY.....	1885-6-7
JAMES L. HAYS.....	1888-1892
*HENRY C. KLEMM.....	1893-4 (9 mos.)
JOHN VAN DOREN, JR.....	1894 (3 mos.)-1895 (4 mos.)
HENRY J. ANDERSON.....	1895
*WILLIAM A. GAY.....	1896-7
MILES F. QUINN.....	1898
CHARLES E. HILL.....	1899 (8 mos.)-1900-1-2
CHARLES W. MENK.....	1903-4
DAVID A. McINTYRE.....	1905-6-7
FREDERICK F. GUILD.....	1908-9

SECRETARIES OF THE BOARD.

*JOHN WHITEHEAD.....	1851-2-3
*FREDERICK W. RICORD.....	1854-5-6-7-8-9-60
*GEO. B. SEARS.....	1860-1-2-3-4-5-6-7-8-9
	70-1-2-3-4-5-6-7 (8 mos.)
C. ALBERT STONELAKE.....	1877 (4 mos.)-8-9
	80-1-2-3 (8 mos.)
GEORGE W. CASE.....	1883 (3½ mos.)-4-5-6-7-8-9
P. LYNDON BRYCE.....	1890-1-2-3-4
ROBERT D. ARGUE.....	1895-6-7-8-9-1900-1-2-3-4-5-6-7-8-9
CITY SUPERINTENDENTS OF THE PUBLIC SCHOOLS.	
*STEPHEN CONGAR.....	1853-4-5-6-7-8-9
*GEORGE B. SEARS.....	1859-60-1-2-3-4-5-6-7-8-9
	70-1-2-3-4-5-6-7 (8 mos.)
*W. N. BARRINGER.....	1877 (4 mos.)-8-9-80-1-2-3
	4-5-6-7-8-9-90-1-2-3-4-5-6 (10 mos.)
C. B. GILBERT.....	1896 (2 mos.)-7-8-9-1900-1 (1 mo.)
A. B. POLAND.....	1901 (10 mos.)-2-3-4-5-6-7-8-9

*Deceased.

PART I

REPORT

OF THE

BOARD OF EDUCATION

TO THE COMMON COUNCIL

NEWARK, N. J., July 29, 1909.

To the Honorable the Common Council of the City of Newark, N. J.:

GENTLEMEN:—The Board of Education respectfully submits the following report of the receipts and expenditures for the year beginning July 1, 1908, and ending June 30, 1909:

CURRENT EXPENSE ACCOUNT.

RECEIPTS.

STATE.

Appropriations	\$825,762.28	
Railroad Tax—1906.....	407,821.92	
Railroad Tax—1907.....	371,385.43	
Manual Training	5,000.00	
School Library Fund.....	20.00	
		\$1,609,989.63

MUNICIPAL.

Balance from June 30, 1908....	\$ 3,312.08	
Common Council Tax Ordinance	357,902.39	
Common Council (Additional Appropriation)	3,312.08	
Cash deposited with Custodian..	8,119.81	
Interest	5,339.84	
Interest on Bequest.....	240.00	
		378,226.20
Total		\$1,988,215.83

EXPENDITURES.

STATE.

Teachers' Salaries and Pensions \$1,407,908.91

Medical Inspectors' Salaries.

Janitors' Salaries, Text Books

and Fuel 202,060.72

School Library Fund..... 20.00

MUNICIPAL.

Salaries, Text Books, Repairs,

Furniture, Heating, etc.....\$ 320,524.82

\$1,930,514.45

Balance \$57,701.38

EXPENDITURES IN DETAIL
STATE

	Appropriations.	Expenditures.	Balances.
Teachers' Salaries—Day....	\$1,258,858.79	\$1,258,858.79	
Teachers' Salaries—Evening	98,960.78	98,960.78	
Teachers' Pensions.....	15,057.84	15,057.84	
Teachers' Salaries—Manual Training—Day	32,000.00	32,000.00	
Teachers' Salaries—Manual Training—Evening	3,031.50	3,031.50	
Medical Inspectors' Salaries	7,246.62	7,246.62	
Janitors' Salaries.....	101,174.99	101,174.99	
Fuel	36,403.95	36,403.95	
Text Books, etc.....	57,235.16	57,235.16	
School Library Fund.....	20.00	20.00	
	\$1,609,989.63	\$1,609,989.63	

MUNICIPAL

	Appropriations.	Expenditures.	Balances.
Teachers' Salaries—Day....	\$26,053.46	\$1,642.22	\$24,411.24
Teachers' Salaries—Evening	1,039.22	566.35	472.87
Teachers' Salaries—Manual Training—Day	2,000.00	646.50	1,353.50
Officers' Salaries.....	44,529.85	44,529.85	
Janitors' Salaries.....	3,725.01		3,725.01
Architect's Department—Salaries	5,277.95	5,277.95	
Architect's Department—Supplies	2,222.94	2,222.94	
J. H. Bacheller, Comptroller	3,312.08	3,312.08	
Incidentals	5,337.53	5,337.53	
Printing	6,695.22	6,695.22	
Text Books, etc.....	23,000.00	19,570.53	3,429.47
Furniture and Supplies....	72,259.94	71,851.08	408.86
Manual Training Supplies..	16,000.00	12,758.08	3,241.92
Repairs	100,000.00	91,079.18	8,920.82
Heating Apparatus.....	22,492.00	12,352.25	10,139.75
Light and Power.....	17,180.11	17,180.11	
Water	7,000.00	5,402.06	1,597.94
Playgrounds	11,740.82	11,740.82	
Insurance	2,263.74	2,263.74	
Rents	6,096.33	6,096.33	
	\$378,226.20	\$320,524.82	\$57,701.38

MANUAL TRAINING.

RECEIPTS.

From State	\$ 5,000.00	
From Common Council.....	5,000.00	
Appropriation, 1908-09.....	38,436.08	
	<hr/>	\$48,436.08

EXPENDITURES.

Teachers' Salaries.....	\$35,678.00	
Equipment, Supplies, etc.....	12,758.08	
	<hr/>	\$48,436.08

EXPENDITURES IN DETAIL.

Schools.	Salaries.	Equipment.	Supplies.
High	\$ 7,102.00	\$1,043.48	\$1,138.46
7th and 8th Grades.....	10,620.41	1,541.94	1,293.63
5th and 6th Grades.....	11,301.34	127.54	711.40
Primary Grades.....	2,229.00	358.61	3,075.60
General Account.....			24.00
Summer Schools.....	1,393.75	2.00	2,290.15
Evening Schools.....	3,031.50	388.45	762.82
	<hr/>	<hr/>	<hr/>
	\$35,678.00	\$3,462.02	\$9,296.06

CONSTRUCTION ACCOUNT.

SCHOOL HOUSES AND SITES

RECEIPTS.

Balance from June 30, 1908.....	\$ 862,109.88
Public School Bonds.....	1,553,000.00
Premium	18,843.42
Sale of Old Buildings and Rebates.....	6,510.36
Interest	24,022.64
	<hr/> \$2,464,486.30

EXPENDITURES.

Account.	Appropriations.	Expenditures.	Balances.
Burnet Street School House Addition (Eagles Street)	\$51,932.67	\$51,932.67	.....
Belmont Avenue School House Addition	60,872.20	60,872.20	.....
Bergen Street School House Addition	50,596.52	50,596.52	.....
Hawthorne Avenue School House Addition	65,357.73	65,357.73	.....
Lincoln School House.....	50,400.85	50,400.85	.....
Warren Street School House Addition	84,372.86	84,372.86	.....
Drawing School Property.....	31,901.14	31,901.14	.....
Thirteenth Avenue School House (Additional ground)	22,000.00	12,025.00	\$9,975.00
Peshine Avenue School House (Additional ground)	4,279.30	13.50	4,265.80
Waverly Avenue School House (Additional ground)	8,000.00	2,020.00	5,980.00
Ridge Street School House (Additional ground)	1,789.20	.....	1,789.20
Morton Street School House Addition	241,000.00	43,801.50	197,198.50
Fourteenth Avenue School House Addition	35,000.00	14,111.48	20,888.52
Lafayette Street School House Addition	138,200.00	23,940.43	114,259.57
Charlton Street School District.....	230,000.00	51,720.55	178,279.45
Eighteenth Avenue and Waverly Avenue School Districts.....	195,500.00	74.00	195,426.00
Lawrence Street School House Addition	36,000.00	.....	36,000.00
Newton Street School House (Additional ground)	24,000.00	125.00	23,875.00
South Street School House (Additional ground)	7,800.00	6,398.75	1,401.25
Charlton Street School House (Additional ground)	17,000.00	11,615.00	5,385.00
South Eighth Street School House (Additional ground)	9,000.00	6,777.50	2,222.50
Elliot Street School House (Additional ground)	2,500.00	45.00	2,455.00
Physical Training Site.....	75,000.00	29,733.50	45,266.50
Ungraded School (Western Section).....	8,650.00	7,301.80	1,348.20
Ungraded School (Eastern Section).....	6,350.00	20.00	6,330.00
Barringer High School Gymnasium.....	50,000.00	785.42	49,214.58
Commercial and Manual Training High School.....	600,064.31	600.00	599,464.31
East Side Commercial and Manual Training High School.....	250,000.00	109.80	249,890.20
High School (Southern Section).....	9,907.58	.....	9,907.58
Construction Department—			
Salaries	18,494.30	18,494.30	.....
Construction Department—			
Supplies	5,754.55	5,754.55	.....
Unapportioned (High)	33,044.64	.....	33,044.64
Unapportioned (Grades)	39,718.45	.....	39,718.45
Totals	<hr/> \$2,464,486.30	<hr/> \$630,901.05	<hr/> \$1,833,585.25

APPROPRIATIONS AND EXPENDITURES.

BURNET STREET SCHOOL HOUSE ADDITION.

(Eagles Street).

Balance from June 30, 1908.....	\$51,388.90	
Appropriation 1908-09.....	543.77	
		\$ 51,932.67
Expended for Mason work	\$18,719.00	
Iron work	4,125.00	
Carpenter work	10,366.00	
Roofing work	546.00	
Plumbing work	4,883.00	
Painting work	1,127.00	
Electrical work	765.00	
Gas and electric fixtures	891.25	
Steam heating work	5,726.33	
Ventilating apparatus	3,434.02	
Architect's fee	1,095.45	
Engineer's fee	254.62	
		\$ 51,932.67

BELMONT AVENUE SCHOOL HOUSE ADDITION.

Balance from June 30, 1908.....	\$62,731.18	
Deduct amount transferred	1,858.98	
		\$ 60,872.20
Expended for Mason work	\$21,451.00	
Iron work	6,441.00	
Carpenter work	13,351.00	
Roofing work	2,076.00	
Plumbing work	3,397.00	
Electrical work	1,378.00	
Gas and electric fixtures	961.00	
Painting work	980.00	
Steam heating work	5,878.00	
Air moving apparatus	1,524.00	
Architect's fee	3,269.80	
Engineer's fee	165.40	
		\$ 60,872.20

BERGEN STREET SCHOOL HOUSE ADDITION.

Balance from June 30, 1908.....	\$49,866.75	
Appropriation 1908-09	729.77	
		\$ 50,596.52
Expended for Mason work	\$20,944.00	
Iron work	3,923.50	
Carpenter work	7,861.00	
Roofing work	1,380.00	
Plumbing work	380.50	
Gas and electric fixtures	3,457.00	
Painting work	1,097.00	
Electrical work	1,478.40	
Steam heating work	7,594.00	
Air moving apparatus	1,147.00	
Architect's fee	1,159.67	
Engineer's fee	174.45	
		\$ 50,596.52

HAWTHORNE AVENUE SCHOOL HOUSE ADDITION.

Balance from June 30, 1908	\$52,908.35	
Appropriation 1908-09	12,449.38	
	<hr/>	\$ 65,357.73
Expended for Mason work	\$29,161.00	
Iron work	4,783.00	
Carpenter work	10,162.00	
Roofing work	1,655.00	
Plumbing work	3,167.48	
Painting work	941.00	
Electrical work	888.00	
Gas and electric fixtures	844.45	
Heating and ventilating work ..	10,125.00	
Motor and motor wiring	567.00	
Architect's fee	2,582.15	
Engineer's fee	431.50	
Search	50.15	
	<hr/>	\$ 65,357.73

LINCOLN SCHOOL HOUSE.

Balance from June 30, 1908	\$55,421.60	
Deduct amount transferred	5,020.75	
	<hr/>	\$ 50,400.85
Expended for Mason work	\$27,548.80	
Iron work	2,598.00	
Roofing work	4,142.00	
Plumbing work	3,458.00	
Painting work	945.00	
Heating and ventilating work ..	7,778.00	
Electrical work	843.00	
Gas and electrical fixtures	749.25	
Motor and motor wiring	490.00	
Architect's fee	1,624.40	
Engineer's fee	229.40	
	<hr/>	\$ 50,400.85

WARREN STREET SCHOOL HOUSE ADDITION.

Balance from June 30, 1908	\$83,679.93	
Appropriation 1908-09	692.93	
	<hr/>	\$ 84,372.86
Expended for Mason work	\$27,781.95	
Carpenter work	18,119.21	
Copper work	262.00	
Iron work	10,124.79	
Ash hoist	200.00	
Wire guards	306.00	
Roofing work	5,330.00	
Plumbing work	4,817.00	
Electrical work	1,109.00	
Gas and electric fixtures	796.05	
Painting work	1,214.00	
Heating and ventilating work ..	11,663.50	
Motor and motor wiring	534.00	
Architect's fee	1,687.36	
Engineer's fee	428.00	
	<hr/>	\$ 84,372.86

DRAWING SCHOOL PROPERTY.

Balance from June 30, 1908	\$32,000.00	
Deduct amount transferred	98.86	
		\$ 31,901.14
Expended for Site and building	\$31,881.79	
Court fees	3.35	
Survey	16.00	
		\$ 31,901.14

THIRTEENTH AVENUE SCHOOL HOUSE
(Additional ground).

Balance from June 30, 1908	\$15,000.00	
Appropriation 1908-09	7,000.00	
		\$ 22,000.00
Expended for Site	\$12,000.00	
Appraisal	25.00	
		\$ 12,025.00
Balance		\$ 9,975.00

PESHINE AVENUE SCHOOL HOUSE (Additional ground).

Balance from June 30, 1908	\$ 4,279.30	
Expended for Search	13.50	
Balance		\$ 4,265.80

WAVERLY AVENUE SCHOOL HOUSE (Additional ground).

Balance from June 30, 1908	\$ 8,000.00	
Expended for Site	\$ 2,000.00	
Options	20.00	
		\$ 2,020.00
Balance		\$ 5,980.00

RIDGE STREET SCHOOL HOUSE (Additional ground).

Balance from June 30, 1908	\$ 1,789.20	
----------------------------------	-------------	--

MORTON STREET SCHOOL HOUSE ADDITION.

Appropriation 1908-09		\$241,000.00
Expended for Survey	\$ 25.00	
Filing contract	4.75	
Sewer connection	30.00	
Advertising	37.96	
Mason work	23,088.50	
Iron work	12,615.29	
Heating and ventilating work ..	8,000.00	
		\$ 43,801.50
Balance		\$ 197,198.50

FOURTEENTH AVENUE SCHOOL HOUSE ADDITION.

Appropriation 1908-09	\$54,000.00	
Deduct amount transferred	19,000.00	
		\$ 35,000.00
Expended for Survey	\$ 30.00	
Filing contract	4.75	
Advertising	13.73	
Mason work	11,530.00	
Iron and steel work	833.00	
Roofing work	850.00	
Heating and ventilating work ..	850.00	
		\$ 14,111.48
Balance		\$ 20,888.52

LAFAYETTE STREET SCHOOL HOUSE ADDITION.

Appropriation 1908-09		\$138,200.00
Expended for Site	\$12,000.00	
Search	67.15	
Appraisal	45.00	
Survey	35.00	
Filing contract	4.00	
Advertising	25.05	
Building permit	102.50	
General contract	11,661.73	
	<hr/>	\$ 23,940.43
Balance		\$114,259.57

CHARLTON STREET SCHOOL DISTRICT.

Appropriation 1908-09		\$230,000.00
Expended for Site	\$51,200.00	
Searches	54.70	
Options	120.00	
Appraisals	225.00	
Survey	47.00	
Auctioneer's fee (old building)	73.85	
	<hr/>	\$ 51,720.55
Balance		\$178,279.45

EIGHTEENTH AVENUE AND WAVERLY AVENUE
SCHOOL DISTRICTS.

Appropriation 1908-09		\$195,500.00
Expended for Appraisal	\$ 20.00	
Search	54.00	
	<hr/>	\$ 74.00
Balance		\$195,426.00

LAWRENCE STREET SCHOOL HOUSE ADDITION.

Appropriation 1908-09	\$ 36,000.00
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NEWTON STREET HOUSE (Additional ground).

Appropriation 1908-09		\$ 24,000.00
Expended for Appraisals	\$ 100.00	
Options	25.00	
	<hr/>	\$ 125.00
Balance		\$ 23,875.00

SOUTH STREET SCHOOL HOUSE (Additional ground).

Appropriation 1908-09		\$ 7,800.00
Expended for Site	\$ 6,300.00	
Appraisals	45.00	
Options	20.00	
Auctioneer's fee (old buildings)	33.75	
	<hr/>	\$ 6,398.75
Balance		\$ 1,401.25

CHARLTON STREET SCHOOL HOUSE (Additional ground)

Appropriation 1908-09		\$17,000.00
Expended for Site	\$11,600.00	
Appraisal	15.00	
		<u>\$11,615.00</u>
Balance		\$ 5,385.00

SOUTH EIGHTEEN STREET SCHOOL HOUSE

(Additional ground).

Appropriation 1908-09		\$ 9,000.00
Expended for Site	\$ 6,700.00	
Appraisal	57.50	
Options	20.00	
		<u>\$ 6,777.50</u>
Balance		\$ 2,222.50

ELLIOT STREET SCHOOL HOUSE (Additional ground).

Appropriation 1908-09		\$ 2,500.00
Expended for Appraisal	\$ 25.00	
Options	20.00	
		<u>\$ 45.00</u>
Balance		\$ 2,455.00

PHYSICAL TRAINING SITE.

Appropriation 1908-09		\$75,000.00
Expended for Site	\$29,500.00	
Appraisals	50.00	
Search	85.50	
Survey	98.00	
		<u>\$29,733.50</u>
Balance		\$45,266.50

UNGRADED SCHOOL (Western section).

Appropriation 1908-09		\$ 8,650.00
Expended for Site	\$ 7,243.75	
Search	58.05	
		<u>\$ 7,301.80</u>
Balance		\$ 1,348.20

UNGRADED SCHOOL (Eastern section).

Appropriation 1908-09		\$ 6,350.00
Expended for Options		\$ 20.00
Balance		<u>\$ 6,330.00</u>

BARRINGER HIGH SCHOOL GYMNASIUM.

Appropriation 1908-09		\$50,000.00
Expended for Excavating Test pits	\$ 57.00	
Felt for curtain test	628.84	
Carpenter work on curtain test	74.38	
Advertising	25.20	
		<u>\$ 785.42</u>
Balance		\$49,214.58

COMMERCIAL AND MANUAL TRAINING HIGH SCHOOL.

Balance from June 30, 1908.....	\$400,064.31	
Appropriation 1908-09	200,000.00	
		<hr/>
		\$600,064.31
Expended for Inspection of schools.....		\$ 600.00
		<hr/>
Balance		\$599,464.31

EAST SIDE COMMERCIAL AND MANUAL TRAINING
HIGH SCHOOL.

Appropriation 1908-09		\$250,000.00
Expended for Excavating test pits.....	\$ 72.80	
Survey	37.00	
		<hr/>
		\$ 109.80
		<hr/>
Balance		\$249,890.20

HIGH SCHOOL (Southern section).

Balance from June 30, 1908	\$ 9,907.58
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CONSTRUCTION DEPARTMENT—SALARIES.

Appropriation 1908-09	\$ 18,494.30
Expended for Salaries (Dec. to June).....	\$ 18,494.30

CONSTRUCTION DEPARTMENT—Supplies.

Appropriation 1908-09	\$ 5,754.55
Expended for Supplies and Equipment (Dec. to June)	\$ 5,754.55

UNAPPORTIONED.

High Schools	\$ 33,044.64
Grades	\$ 39,718.45

FREDERICK F. GUILD, *President.*R. D. ARGUE, *Secretary.*

NAMES OF SCHOOLS.		Salaries of Teachers.	Salaries of Janitors.	School Books and Stationery.	Printing.	Repairs.	Furniture and Supplies.	Heating Apparatus.	Fuel.	Miscellaneous.	Total.
Normal and Training—											
Normal Department.....		\$11,234.35	473.35	\$ 355.49	\$82.79	\$ 556.09	\$ 217.15	\$ 543.52	\$ 159.96	\$ 50.39	\$13,673.99
Training Department.....		14,700.03	946.65	563.17	19.97	1,112.20	434.38	1,087.04	319.89	100.79	19,284.12
High		90,471.37	5,650.49	6,754.66	435.69	4,753.32	4,374.84	3,994.08	1,387.75	239.21	113,459.01
High Annex, Market Street....		8,399.45	773.50	44.91	4.38	706.24	1,340.52	95	103.25	147.92	11,719.13
High Annex, State Street....		16,089.50	1,032.00	37.00	6.42	867.37	1,789.84	14.18	123.50	87.02	20,046.83
Abington Avenue.....		12,776.87	1,800.00	542.40	26.47	985.63	1,688.16	58.56	557.98	180.76	17,996.83
Alexander Street.....		17,345.34	1,810.50	926.30	32.39	1,770.78	559.83	53.51	870.60	73.55	20,422.82
Ann Street.....		21,017.79	1,751.75	1,051.76	45.78	880.97	912.68	58.56	1,003.00	203.87	25,117.94
Avon Avenue.....		25,362.85	1,967.75	1,477.83	45.30	1,646.22	711.37	396.05	1,093.25	434.15	32,404.77
Belmont Avenue.....		36,554.66	2,879.50	4,409.13	73.54	1,145.35	6,891.96	980.10	1,779.44	698.12	44,412.61
Bergen Street.....		33,541.38	2,674.50	1,828.39	62.64	4,472.31	7,897.80	927.02	1,523.35	1,186.52	51,081.00
Blum Street.....		1,571.80	180.00	66.60	3.44	9.00	21.37	.....	26.20	300.00	2,442.41
Bruce Street.....		16,424.34	1,444.00	824.43	35.05	5,443.50	309.86	349.90	471.70	216.32	25,519.10
Burnet Street.....		31,161.83	2,442.25	1,856.96	57.66	2,466.79	4,578.72	443.95	1,020.35	1,153.66	45,182.17
Camden Street.....		26,299.37	1,775.25	1,274.87	72.65	2,781.28	1,132.49	166.23	73.54	73.54	34,263.08
Central Avenue.....		26,939.50	1,838.25	1,545.83	58.51	2,177.90	1,390.88	341.54	687.40	389.22	35,759.03
Charlton Street.....		37,136.82	2,138.50	2,269.53	73.90	2,133.83	201.63	492.25	1,287.41	165.84	40,292.86
Chestnut Street.....		20,340.17	1,489.75	1,895.71	38.01	1,533.68	747.21	8.85	373.95	80.39	24,133.72
College Place.....		3,717.13	.....	192.08	13.51	73.25	22.82	.....	.....	1,200.00	7,211.79
Colored		4,939.80	1,571.25	124.35	13.91	1,020.38	251.75	14.60	331.25	36.03	6,986.32
Eighteenth Avenue.....		26,929.44	1,717.25	1,836.32	54.87	1,099.15	1,404.61	321.71	711.25	122.37	34,196.97
Elizabeth Avenue.....		25,355.08	1,951.00	1,503.39	33.66	655.62	575.50	122.78	206.20	51.46	28,594.89
Elliot Street.....		25,344.76	2,474.50	1,406.25	39.48	584.23	225.13	452.70	1,060.00	388.32	31,945.37
Fifteenth Avenue.....		27,188.65	1,674.50	1,864.63	32.18	1,937.17	531.76	29.90	914.80	139.80	34,113.37
Fourth Avenue.....		33,404.92	1,680.50	399.60	51.02	44.72	84.02	108.10	676.11	426.86	34,451.63
Franklin		33,544.82	2,257.50	2,097.80	52.85	1,120.93	1,688.82	225.10	906.70	449.10	42,333.70
Hamburg Place.....		17,848.21	1,507.00	1,963.13	49.84	2,885.00	701.60	658.98	1,074.65	244.14	24,337.14
Hawkins Street.....		13,771.14	1,651.35	1,651.35	33.96	1,481.89	937.89	103.55	485.85	77.21	18,443.11
Hawthorne Avenue.....		3,243.15	533.25	104.75	5.56	75	5,590.05	278.33	882.50	787.95	10,452.24
James Street.....		3,118.58	412.50	101.56	5.61	11.39	18.69	18.00	166.25	500.00	4,607.90
Jolinson Avenue.....		25,142.94	1,638.50	1,245.29	45.70	604.99	511.24	.....	618.85	162.35	28,898.02
Lafayette Street.....		14,066.78	1,231.50	541.19	18.68	243.42	969.19	87.24	369.50	19.33	17,546.83

PART II

Report of the City Superintendent

THE FIFTY-THIRD REPORT

OF THE

City Superintendent of Schools

To the Honorable the Board of Education of the City of Newark, N. J.:

GENTLEMEN:—I have the honor to submit herewith my ninth annual report of the public schools of the City of Newark, the same being for the school year beginning September 1st, 1908, and ending July 2nd, 1909.

The following statistics are given in order to show the rapid and continuous growth of the City of Newark during the last three decades:

GROWTH IN POPULATION AND TOTAL SCHOOL ENROLLMENT COMPARED

Year	Population	School Enrollment
1880	136,400	18,458
1885	152,998	22,259
1890	181,130	25,137
1895	215,807	29,767
1900	246,070	34,761
1905	283,289	49,960
1909	337,360 (Est.)	55,947

The estimated population for the year of this report is found by multiplying the total school enrollment for the year 1908-09 by 6.03 ($55,947 \times 6.03$). The last-named factor represents the ratio of population as shown by the State

census taken in the year 1905 to total school enrollment, and is believed to be approximately correct.

COMPARISON OF TOTAL ENROLLMENT, AVERAGE ENROLLMENT,
AND AVERAGE ATTENDANCE FOR THE LAST FIVE YEARS

Year	Total Enrollment	Average Enrollment	Average Attendance
1905	46,960	37,729	34,747
1906	48,947	39,651	36,862
1907	51,686	41,440	38,562
1908	53,880	43,417	40,523
1909	55,947	45,449	42,647

A comparison of the foregoing figures shows that during the last five years the total enrollment has increased 8,987, or 19 per cent. During the same period the average enrollment has increased 20 per cent. and the average daily attendance 22 per cent.

COMPARISON OF INCREASES IN ENROLLMENT AND ATTENDANCE FOR THE LAST FIVE YEARS

Year	Total Enrollment Increase	Average Enrollment Increase	Average Attendance Increase
1905	3,218	2,437	2,263
1906	1,987	1,922	2,115
1907	2,739	1,789	1,700
1908	2,194	1,977	1,961
1909	2,067	2,032	2,124

The above figures show an average annual increase in total enrollment during the last five years of 2,441; in average enrollment, of 2,031; and in average daily attendance, of 2,032. The significant inference to be drawn from a study of these figures is that the Board is likely to be charged for the coming five years with the responsibility of providing annually additional school accommodations for not less than 2,441 new pupils. Counting forty pupils to the class, this means that the equivalent of at least two new buildings of 30 class rooms each will need to be erected each year to provide accommodations for increased school enrollment.

In last year's report attention was called to the probable effect upon school enrollment of the new Hudson tunnels. It may still be a year or more before the effect of these tunnels becomes fully apparent; but there can be no doubt as to the ultimate need of vastly increased school accommoda-

tions arising from this cause. In order, therefore, that the schools may not be embarrassed a few years hence in taking care of rapidly increasing numbers, I would recommend in anticipation of such probable demand the erection as soon as practicable of several additional school buildings.

Below is given a detailed statement concerning needed school accommodations in different districts of the city:

NEEDED SCHOOL ACCOMMODATIONS

SCHOOL	Class Rooms in				Children Enrolled in				
	Courts, Hallways, etc.	Rented Annexes.	Portable Buildings.	Unsatisfactory Buildings.	Court Rooms, etc.	Rented Annexes.	Portable Buildings.	Unsatisfactory Buildings.	Half-Day Classes.
Avon Avenue.....	...	2	...	...	...	70	...	...	176
Blum Street.....	...	...	...	...	...	...	...	...	88
Camden Street.....	1	...	2	...	201	...	89	...	70
Charlton Street.....	3	...	...	...	223	...	...	...	290
College Place.....	...	6	...	...	...	153	...	...	223
Eighteenth Avenue...	2	...	...	...	87	...	...	...	153
Fifteenth Avenue....	...	...	...	...	89	...	...	...	159
Johnson Avenue.....	...	...	...	3	...	...	152	...	89
Lafayette Street.....	...	...	2	...	...	...	89	...	36
Livingston Street....	...	8	...	...	...	354	...	...	168
Miller Street.....	...	...	...	...	...	...	...	...	45
Monmouth Street....	...	...	...	...	...	...	...	...	81
Morton Street.....	...	...	...	...	...	...	...	...	254
Seventh Avenue.....	3	...	...	...	131	...	...	1,266	633
South Eighth Street..	1	...	...	...	42	...	...	...	240
South Sixteenth Street	2	...	...	...	78	...	...	...	172
South Tenth Street...	2	...	...	...	125	...	...	...	164
Summer Avenue.....	1	...	...	...	44	...	...	...	125
Waverly Avenue.....	4	...	...	...	198	...	...	...	44
Total	23	16	4	3	1,218	577	178	152	2,534
									3,492

It would appear from a study of the above table, in connection with other data concerning the probable need of additional school buildings in different localities, that the most pressing demands are as follows:

Avon Avenue School:

The Avon Avenue school building contains 23 class rooms, and an auditorium. There are four classes on half time. The highest grade in the school is the 7B grade. This should be made a full grammar school, and the building should be completed as originally designed with 12 additional class rooms, gymnasium, shop, kitchen, and library.

It may be thought best by the Committee to build a new

school on the lot owned by the Board, situated at the corner of Avon Avenue and South 10th Street. I am of the opinion, however, that additions to the South 16th Street school and to the Avon Avenue school will better meet present conditions as well as conditions likely to arise during the next few years.

Barclay and Montgomery Streets Site:

This proposed site for a grammar school building should be acquired as soon as possible and a large school of not less than 36 rooms built thereon.

Bergen Street and Seventeenth Avenue Site:

This proposed site should be acquired at the earliest possible moment and a large grammar school built thereon.

Elizabeth Avenue School:

There are 6 class rooms in the Elizabeth Avenue school, which are all full; 3 overflow classes are being taught in the Johnson Avenue annex. In case it is thought best to use the Johnson Avenue site for a south side high school, it will be necessary to discontinue these classes; there will then be no place for them. If it is thought best to sell this site, the same conditions will exist. In any event, the building is an unsuitable one for school purposes, and should be abandoned as soon as possible.

Fifteenth Avenue School:

The Fifteenth Avenue building contains 22 class rooms. It has no gymnasium nor auditorium. There are now six half-day classes. Two classes held in court rooms should be discontinued. This school should be made as soon as possible a full grammar school. The district is one which will require in the near future one of the largest school buildings in the city. I would recommend the addition of 12 to 16 class rooms, an auditorium, gymnasium, work shop, kitchen and library.

Miller Street School:

This school building contains 22 class rooms, but no auditorium nor gymnasium. The Miller Street school district comprises one of the best school constituencies in the city. It should enjoy some of the up-to-date school advantages.

Newton Street School:

The Newton Street school building, like the Chestnut Street and the South Market Street buildings, is an old one, and should be replaced as soon as possible by a new and up-to-date building. It was thought at one time that the addition to the Belmont Avenue building might give some relief to the Newton Street school; but the measure of this relief is already exhausted, so that there seems to be no other alternative than to enlarge the capacity of the Newton Street school by a new building on the same site. The land back of the Newton Street building is a suitable site. A portion of this land was purchased by a former Board of Education. It would seem desirable to purchase more land to square up the site.

Normal and Training School:

A new building for the Normal and Training school is urgently needed for reasons set forth elsewhere in this report under the head of "Normal and Training School."

Peshine Avenue School:

This district would include the territory west of Elizabeth Avenue and south of Peshine Avenue. In this territory there now reside 338 pupils who attend the Peshine Avenue school, the Miller Street school, the Bergen Street school, and the Elizabeth Avenue school. These 338 pupils are scattered throughout the whole sixteen grades and kindergarten. Most of these pupils are in the lower and intermediate grades.

The location of the school on the present Peshine Avenue site is fairly satisfactory. The school building to be erected on this site should provide not less than twelve, and perhaps sixteen rooms at the start.

Ridge Street School:

In the Ridge Street school district is included the territory lying west of Mt. Prospect Avenue and north of Balantine Parkway. The number of pupils now residing in said district is 421, made up as follows: grammar grade pupils, 192; primary grade pupils, 229. You will notice that there are very nearly as many grammar grade pupils as

primary grade pupils, showing the tendency in this district to keep pupils in school beyond the average age of leaving school for the city at large. It would seem, therefore, that a school to satisfy the needs of this district would require provision to be made for a large number of grammar school pupils.

Seventh Avenue School:

The Seventh Avenue school building contains 26 class rooms. It has no auditorium nor gymnasium. The 26 class rooms are all filled, and besides there are two half-day classes, and one class occupying a teachers' room. I would recommend that this school be made as soon as practicable a full grammar school, to relieve the Franklin school, as well as to give the Italians a full and complete school of their own. This would greatly tend, in my opinion, to keep the Italian pupils longer in school. The addition to this building should contain 8 to 10 class rooms, auditorium, gymnasium, kitchen, shop, and baths. Such an extension would undoubtedly require the purchase of additional land, which is recommended.

South Eighth Street School:

The South Eighth Street school building has 30 class rooms and an auditorium. These are all occupied at the present time, besides three basement rooms which in my judgment are undesirable. There are no half-day classes, but it is likely that such classes will be necessary in the near future. The enlargement of this building would probably require the tearing down of part of the old building as in the case of the Bergen Street school. There should be added a gymnasium, library, and not less than 10 class rooms in addition to the 30 in use as above.

South Sixteenth Street School:

This school contains 12 class rooms. There are now 17 classes, two of which are accommodated in basement class rooms, which in my opinion should be discontinued. Four classes are on half time. The highest grade in the school is the 5A grade. I would recommend that this building be enlarged by an addition of 16 class rooms, an assembly room, gymnasium, shop, kitchen, and library. The present base-

ment class rooms could be turned into shops or kitchens. This, however, I would think inadvisable, since the space occupied by these basement class rooms could better be used as play rooms for pupils in inclement weather.

Sussex Avenue School:

This school contains 18 class rooms. There are no half-day classes, but several of the classes are too large for efficient instruction. The highest grade is the 6A grade. I would recommend that this building be enlarged by an addition of not less than 8 rooms, auditorium, gymnasium, shop, and kitchen. Such an enlargement would enable this school to become a full grammar school and would provide for the needs of the district for several years to come. Of the 8 class rooms three would be needed at once, and the remainder as seventh and eighth grade classes shall be organized. It may be thought advisable, however, to enlarge the South Eighth Street school and to delay the enlargement of the Sussex Avenue school for a year or two longer.

Ungraded Schools:

Buildings should be erected as soon as possible on each of the sites recently purchased for ungraded schools. The present provision for ungraded pupils is most unsatisfactory.

Your attention has already been called to the unsatisfactory condition of the Chestnut Street and of the South Market Street school buildings. I have suggested that in both cases new sites be found, and that new buildings be erected as soon as an appropriation can be obtained.

Below is given a table which shows the number, cost, seating capacity, etc., of buildings completed during the year 1908-09; also a list of buildings in process of erection and soon to be occupied; also a statement of appropriations for sites and buildings during the past five years:

BUILDINGS COMPLETED DURING THE YEAR 1908-1909

Name of School	Cost of Ground	Cost of Building	No. of Class Rooms	Seating Cap.	When Opened
Belmont Avenue, Addition.....	\$ 9,600	\$110,000	18	864	Sept. 1, 1908
Bergen Street, Addition.....	.....	98,000	18	864	"
Burnet Street, Addition.....	.....	100,000	18	864	"
Hawthorne Avenue, Addition....	14,600	95,000	13	624	"
Lincoln (new)	7,750	75,000	12	608	Dec. 9, 1908
Warren Street, Addition.....	15,000	108,000	12	608	Feb. 3, 1909

BUILDINGS IN PROCESS OF ERECTION AND SOON TO BE OCCUPIED

Name of School	Cost of Building	No. of Class Rooms	Seating Capacity
*Fourteenth Ave., Addition.....	\$ 35,000	9	432
Lafayette Street, Addition.....	126,000	16	768
Morton Street, Addition.....	222,000	32	1,536
High School Gymnasium.....	50,000	..	.....

*Occupied September 1, 1909.

APPROPRIATIONS FOR SITES AND BUILDINGS DURING THE LAST FIVE YEARS

Year	Cost of Ground	Cost of Building	Total Cost	No. of Class Rooms	Seating Capacity
1904	\$ 4,800	\$ 206,300	\$ 211,000	65	3,152
1905	241,000	369,900	610,900	66	3,296
1906	246,300	579,100	825,400	70	3,360
1907	135,350	1,157,350	1,292,700	94	4,576
1908-09	267,000	1,286,000	1,553,000	111	5,456

TEMPORARY INCREASE IN HALF-DAY CLASSES

At the present time we are confronted with the necessity of organizing additional half-day classes in order to accommodate all the pupils enrolled in the schools. The completion of the new Morton Street school building and of the new Lafayette Street school building in the near future, will enable the Board to do away with most of these half-day classes for at least a brief period. The following classes are at present (September, 1909) on half-day schedule:

School	No. of Classes	No. Enrolled
Avon Avenue.....	4	187
Charlton Street.....	2	87
Eighteenth Avenue.....	4	178
Johnson Avenue.....	2	74
Lafayette Street.....	4	173
Livingston Street.....	2	83
Miller Street.....	2	84
Monmouth Street.....	6	250
Morton Street.....	32	1,214
Seventh Avenue.....	8	303
South Sixteenth Street..	4	175
Waverly Avenue.....	2	81
Total	72	2,889

The question as to whether half-day classes for first and second year children are an evil, or otherwise, is not likely to be settled on its merits as long as parents insist upon

giving their children full-day attendance. I am of the opinion that where the classes can be kept small, say, twenty-five to thirty pupils, the loss due to shortened school hours in the first two years is not great. Experiments made in several cities under the favorable conditions named above, have shown the loss to be insignificant; in a few instances it has been claimed that half-day classes are an advantage especially where out-of-doors play under healthful conditions has been substituted for indoors study and recitation. But, as I have stated, the great majority of parents feel that children who are denied a full day's attendance are being somehow defrauded of their birthright. Under these circumstances, therefore, it doubtless behooves the Board to make adequate provisions as soon as possible to give a full day's schooling to all children who by law are entitled thereto. How soon this condition of a full day's schooling for every child can be brought about will depend upon the ability of the Board to secure the necessary appropriations to purchase new sites and to erect new buildings. The attainment of this end has been a sort of will o' the wisp for a score of years; its immediate realization can scarcely be hoped for.

GROWTH IN GRAMMAR SCHOOL ENROLLMENT DURING THE LAST FIVE YEARS .

The steady growth in grammar school enrollment, particularly in the seventh and eighth grades, is important chiefly for two reasons:

- 1st—It shows an increasing number of pupils remaining longer in school to complete the grammar school course.
- 2nd—It proves the necessity for making at once larger provisions for high school accommodations, since 75%, or more, of grammar school graduates will most likely enter the high school.

Below is given the total enrollment of grammar school pupils in all grades, the separate enrollment of seventh and eighth grade pupils, and the annual increase in both seventh and eighth grade pupils:

Year	Total in Grammar Grades	Enrollment Seventh Grade	Increase	Enrollment Eighth Grade	Increase
1905....	9,497	1,791	125	1,287	113
1906....	10,319	1,856	65	1,314	27
1907....	11,550	1,964	108	1,322	8
1908....	12,270	2,195	231	1,454	132
1909....	13,408	2,360	165	1,767	313

A study of the foregoing figures will show a steady though widely fluctuating increase from year to year in the number of pupils who survive to the seventh and eighth grades. It is chiefly to the survivors of these two grades that we must look to fill our high schools. As has been stated elsewhere in this report, Newark stands relatively low among the large cities of the United States in retaining its pupils until they enter these two grades.

The reasons have been stated elsewhere in this report to be chiefly:

- 1st—The fact that we have comparatively few grammar schools (twenty-three only out of sixty-two) that give a full eight years' course.
- 2nd—The fact that we have now only one high school and that in a remote part of the city. The opening of two high school annexes a year ago considerably increased the number entering.
- 3rd—The fact that the courses of study in our one high school do not appeal strongly to that class of pupils who want either a commercial or an industrial training.

It is reasonable to expect that as soon as the Central High School and the East Side High School are opened the number of seventh and eighth year pupils will rapidly increase. The incentive from above will tend also to keep pupils longer in school and especially those in the middle and upper grammar grades; it will tend, also, to hasten their progress through these grades and into the high schools. With no high school incentive a boy or a girl who expects to leave school soon after reaching the age of fourteen does not feel the spur of ambition and hence does not make so serious an effort as otherwise to complete the grammar school course in the shortest possible time. It

might, perhaps, be conjectured that a pupil whose school career is likely to end at or near the age of fourteen would feel the necessity of making the most of his brief opportunity for an education; but experience shows the contrary to be true in most instances since pupils of this age are usually *attracted* toward study, rarely *compelled*. The motive for study, too, needs to be a *near* one, such as ability to enter the high school; not a *far-off* motive, such as greater probable success in after life.

GRAMMAR SCHOOL GRADUATES WHO ENTER THE HIGH SCHOOL

The following table, which gives the number and per cent. of graduates from grammar schools, and the number and per cent. of those who enter the high school, brings us still closer to the question of *probable high school enrollment* when the new Central High School and the new East Side High School are completed:

Year	Grammar School Enrollment	No. of Graduates	Per cent of Graduates	No. who Entered High School	Per cent. of Enrollment that Entered the High School	Per cent of Number Graduated that Entered the High School
1901...	7,084	760	10.7	535	7.5	70.3
1902...	7,234	785	10.8	563	7.7	73.
1903...	7,938	850	10.7	616	7.7	72.4
1904...	8,676	920	10.6	735	8.4	79.8
1905...	9,497	1,039	10.9	780	8.2	75.
1906...	10,319	1,039	10.	716	6.9	68.9
1907...	11,550	1,078	9.3	715	6.1	66.3
1908...	12,270	1,267	10.3	830	6.7	65.5
1909...	13,408	1,464	10.9	957	7.1	65.3

The most notable fact disclosed by the foregoing table is this: Although the number of graduates has *increased*—chiefly in the last two years—the per cent. of those entering the high school has steadily *decreased* since 1905. There are two explanations of this fact that may be offered:

- 1st—The past few years have been prosperous ones in business lines, affording easy opportunity for securing employment.
- 2nd—The desirableness of a high school education has not been strongly enough emphasized in the schools and in the community.

In the year 1904, when the first steps were taken toward erecting a new high school and when hope was buoyant, 79.8 of the graduates of the grammar school entered the high school. The following year showed a somewhat smaller per cent. (75); and in the years that have since elapsed the per cent. has gradually dropped to 65—a *total decline of 14.3% in five years*. As soon as the new high school buildings begin to take form the tide of interest will rise again, I hope, until it reaches its former high level. The difference, however, of 14.3% should be reckoned with in determining the probable number of pupils to provide for in the high schools about to be erected.

THE BARRINGER HIGH SCHOOL AND THE PROPOSED NEW HIGH SCHOOLS

The opening of two annexes to the Barringer High School, one on Market Street, and the other on State Street, in the fall of 1908, was a most timely provision. A glance at the table below will show that the enrollment has steadily increased since 1905, until now it has considerably passed the 2,000 mark:

INCREASED ENROLLMENT OF THE BARRINGER HIGH SCHOOL DURING THE LAST FIVE YEARS

Year	Number who entered	Total enrollment			Average Enrollment	Average Attendance	Per cent. of attendance
		Males	Females	Total			
1905	780	878	1,046	1,924	1,434	1,342	93.6
1906	716	869	1,083	1,952	1,493	1,406	94.2
1907	715	908	1,102	2,010	1,523	1,442	94.7
1908	830	990	1,136	2,126	1,602	1,521	94.9
1909	957	1,119	1,260	2,379	1,814	1,726	95.1

Although this steady increase in enrollment is gratifying, considering all the unfavorable conditions for growth, still the number of pupils now attending the Barringer High School and its two annexes is scarcely half of what the enrollment of high school pupils in this city should be, or of what it is likely to be, when the two new high schools now under way are both completed and in operation a year or two hence. Having three high schools in the city, it will be possible to differentiate their courses of study; this of itself will attract many more pupils. It will also result,

probably, in holding pupils longer in the high school. Specialized courses of study are more attractive than courses that are not specialized.

In previous reports I have discussed the unwisdom, as it seemed to me, of attempting to carry on all departments, to wit, literary, commercial, manual training, etc., in each of the three high schools. It is recommended to transfer the manual training and commercial departments now housed in the Barringer High School to the Central High School just as soon as that building is completed. Eventually the commercial department should be taken out of the Central High School and put into a building by itself to be called, say, the High School of Commerce, as in New York and several other large cities where the commercial department has been so segregated.

The East Side High School should be of still another type of high school. Pupils should be received in this high school at an earlier age, say on completing the sixth grade of the elementary schools. The courses of study in this high school should be largely vocational, and should include courses of two, three, and four years. Certificates should be given upon completion of any of these shorter courses and a diploma at the completion of the four years' course. This diploma should admit pupils to the corresponding class of the Central High School. The East Side High School will not be likely to graduate large classes from a four years' high school course, unless pupils are admitted from the 7th grammar grade as proposed. The present movement in this country is strong toward the adoption of the European practice, which is to begin the secondary or high school course at least two years earlier than is now the American custom, *i. e.*, at the age of *twelve* to *thirteen* years instead of *fourteen* to *fifteen*. The earlier age has these advantages:

1. The number of pupils who may enjoy a high school education in whole, or in part is greatly increased.
2. The age of twelve to thirteen is nearer the beginning of the adolescent period when for many a change in environment and methods of teaching is desirable.
3. Industrial or vocational courses may be begun at an

earlier age, so that boys and girls who are compelled to leave school to go to work, at the age of fifteen or sixteen, will have enjoyed more of their benefits.

4. It makes unnecessary the equipment of all or even many grammar schools with a suitable outfit for instruction in vocational studies. Shops, particularly iron working shops, are costly to equip with the necessary machinery. A high school for the East Side, such as proposed by the term "junior high school," would be easily accessible to all pupils east of the Pennsylvania Railroad, or for that matter, all east of Broad Street.

The South Side High School, when one is built, might be of still another type, although probably the Barringer High School type may be preferred by a majority of the citizens of the southern end of the city. The courses of study in all the high schools should be so co-ordinated that pupils may readily change at fixed points from one high school to another, should change of residence or other good cause make it desirable.

The early completion of a new gymnasium for the Barringer High School will add greatly to its efficiency; so, also, the completion of a new kitchen and dining rooms in that part of the basement of the old building heretofore occupied as a gymnasium for girls. With these changes and improvements the Barringer High School building will be in most respects equal to the best of modern, up-to-date, high school buildings.

In anticipation of the opening of one or both of the new high schools within a year, or a year and a half at the most, steps should soon be taken toward the selection of competent principals and of a sufficient number of trained and experienced teachers. The difficulty in securing competent teachers for manual training or technical high schools is all the time increasing, owing to the fact that a large number of high schools of this type are now being built. To get suitable teachers will probably require our outbidding other cities in the salaries offered. The field of industrial training is a comparatively new one; hence it will likely be several years before the supply of experienced and competent teach-

ers will equal the demand. It would be unfortunate in the extreme if, after appropriating three-quarters of a million of dollars for buildings and equipment, and after incurring an annual expense for maintenance greater per capita than that of any other kind of school in the system, the Board should be compelled to employ inferior teachers through lack of being early in the field or through inability to pay the current cost for the best teaching ability and experience.

NORMAL AND TRAINING SCHOOL

The demand of a new building for the Normal and Training school is growing each year more and more insistent. The objections to the present building relate to its location, size, and adaptation in general to normal school work. Located in a rapidly growing business section of the city on a noisy thoroughfare, it is improbable that conditions now almost intolerable will ever become any better. A school of this character should, if possible, be centrally located for the greater convenience of pupils coming from all parts of the city. It should enjoy appropriate surroundings and particularly those not likely to detract as now from the efficiency of its work. This means that it should be located, if possible, upon a large plot of ground, and that the building should be at a sufficient distance from the street to escape the noise of traffic. A quiet neighborhood should be selected which business will never be likely to invade.

The size of the present building is not large enough to accommodate the desired work of the school. It has no physical nor chemical laboratory; no rooms for instruction in domestic science or art or manual training; no suitable library nor reading room; and no gymnasium. Other rooms—as rest room, lunch rooms, visitors' room, etc.—are all lacking. The importance of this school to the city school system I need not again discuss. It supplies considerably more than one-half of the teachers required from term to term to fill the vacancies that arise through the resignation of teachers and to supply new teachers made necessary by the growth of the school system. The following table gives the enrollment of the Normal and Training school during the past decade; also the number of pupils graduated and the number of teachers employed:

Year	No. of Pupils Enrolled	No. of Pupils Graduated	No. of Teachers Employed
1900.....	107	50	5
1901.....	104	40	4
1902.....	175	41	7
1903.....	155	48	7
1904.....	146	52	7
1905.....	139	61	7
1906.....	120	45	7
1907.....	159	44	7
1908.....	213	62	7
1909.....	191	80	7

The foregoing figures show that the school has remained almost stationary as regards growth since 1902. Failure to grow faster has been due largely to the physical unattractiveness of the building and its equipment. A new building of modern and appropriate type such as the Board would be likely to erect at this time, would add at least one-third to the enrollment almost immediately. Until a year ago when the number of graduates reached 62 much difficulty was experienced in securing a sufficient number of trained teachers to fill vacancies as they arose from time to time during the school year. Although at present supply and demand about balance, this condition of equilibrium is not at all likely to continue for any great length of time. It should be borne in mind also that as soon as the high schools now being erected begin to graduate classes the number of student teachers will largely increase, so that such normal and training school facilities as we now have will be wholly inadequate.

Another matter that should be considered in the near future, or as soon as conditions warrant, will be the extension of the normal school course from two to two and one-half years, or, perhaps better, to three years. Just as other professional schools, as for example, the law, medical, and engineering schools have raised from time to time their requirements for diplomas, so the normal school, which is just as truly a professional school as any of those named, should do the same. All reputable engineering schools at the present time require pupils to take a four years' undergraduate course. The best law and medical schools require a course just as long. That girls who graduate from the

high school at eighteen years of age or thereabouts can thoroughly equip for the teaching profession in two years, is to say the least highly improbable. True, a great many can teach successfully who have had only two years preparation; many of these could teach fairly well without going to normal school at all. But a preparation limited to two years is necessarily much hurried and greatly inferior to a three years' preparation. The two years' course does not give adequate time to pursue lines of work that are essential to a thoroughly trained teacher. Thus, on the language side, some attention should be given to elementary logic; on the side of natural science, laboratory practice from the *teacher's standpoint* should be given not only in biology and geography, but in physics and chemistry. At present we give a little time to biology and treat geography to some extent; but no time is given to physics and chemistry. Some instruction in manual training, cooking, and sewing should be given to all teacher-students. Practical school hygiene together with simple prophylaxis as much, indeed, as is required for ordinary inspection of pupils in accordance with our rules to prevent the spread of contagious disease, should be taught. To be able to understand fairly the principles of heating, lighting, and ventilation so as to keep the class room in proper condition, requires careful instruction.

The foregoing facts seem to me to prove conclusively that two years is scarcely time enough to prepare for teaching. A few years ago when the attention of the normal school was confined almost wholly to instructing its pupils how to teach reading, writing, arithmetic, grammar, history, and geography, two years might have been considered a reasonable time; but the newer subjects, all of which are demanded by our modern courses of study (except, perhaps, cooking, which is likely to remain as the work of a special teacher) demand fully a year's additional time unless we consent to cut down largely the time heretofore allotted to the old time-honored subjects; this in my judgment is not desirable.

To summarize, there are two ways in which the work of the Normal and Training school can be much improved:

First, by the selection of an appropriate site and the erection of a new building.

Second, by extending its curriculum from two years to two and one-half, or perhaps to three years.

I am pleased to call attention here to the recent appointment by the Board of a male vice-principal, Mr. Oliver J. Morelock, and to the reorganization of the school incidental thereto; the appointment has proved to be highly satisfactory. The principal of the Normal and Training school, Mr. W. Spader Willis, reports the school as never in a more satisfactory working condition.

RETARDATION AND ELIMINATION OF PUPILS

A recent study of the question of retardation and elimination of pupils in city school systems made by Mr. Leonard P. Ayres, under the auspices of the Russell Sage Foundation, gives Newark a relatively low rank. Mr. Ayres' comparison is based upon the number of beginners who survive to the highest grammar grades and to the high school.

Upon several occasions previous to the publication of Mr. Ayres' report, and particularly in my report for the year 1904, the attention of our people has been called to many of the facts set forth by Mr. Ayres, especially those relating to the low position of Newark in respect to our high school enrollment. It has been officially stated over and over again that Newark stands almost at the foot of the list among large cities in respect to high school accommodations and enrollment. A list of the larger cities of the United States, giving comparative number of high schools will be found in my annual report for 1904. Upon the state of facts therein set forth the Board has more than once made its argument for additional high schools. In the discussion of additional high schools, it was shown that the eighth and even the seventh grade—which are but one or two removes from the high school—similarly suffered, chiefly through lack of sufficient high school facilities.

Before discussing the validity of Mr. Ayres' conclusions which, by the way, he does not himself claim to be more than approximately correct, I wish to point out what I conceive to be the principal reasons for Newark's relatively low

standing in enrollment of seventh and eighth grade pupils, and hence of high school pupils. These are:

1. The relatively small number of schools which are full grammar schools; that is, schools which maintain seventh and eighth year grades.
2. The relatively late start made by our pupils as compared with pupils in many other cities, owing to our two years' preliminary kindergarten course.
3. The insistence by us upon high standards for promotion from grade to grade, beginning in the lowest primary grade, and continuing to the sixth grade.
4. And, lastly, the lack of sufficient high school accommodations. This is probably the chief factor.

Let me explain the foregoing reasons in somewhat greater detail:

1. We have, in all, sixty-one schools, of which only twenty-one, in 1907, were full grammar schools; that is, schools having an eighth grade. Of these sixty-one schools, several that have no eighth grade are among the largest in the city, as, for instance, the Fifteenth Avenue school, the Camden Street school, the Fourteenth Avenue school, the Avon Avenue school, the Charlton Street school, the Waverly Avenue school, the Seventh Avenue school, the Ann Street school, and some others. All of the foregoing schools, including even the Seventh Avenue school, could, in my judgment, and in the judgment of the principal of each school, maintain reasonably full grammar grade classes, if once established. These schools I have named, together with several other large elementary schools organized as full grammar schools, would, in my judgment, almost double our grammar school output; they would, in fact, raise our city from one of the lowest to one at least of middle rank, if not of highest rank, on the basis of Mr. Ayres' comparison. But, to make these elementary schools full grammar schools at this time, owing to our insufficient school accommodations, would result in a large increase of half-day classes in the lower primary grades. It is for this reason chiefly that I have not sooner urged the establishment of more full grammar schools.

2. In proportion to total school population or to adult population, our kindergarten enrollment is undoubtedly the largest in the United States. Although Newark ranks as *sixteenth* in population among the cities of the United States, in kindergarten enrollment our rank is *third*. (See discussion under heading of Kindergarten.) The effect of our large kindergarten enrollment has been to postpone the entrance of children into the primary grades until they were approximately six years of age; that is, for a period of six months or a year, if not longer. In cities having few or no kindergartens, no inconsiderable number of pupils enter the lowest primary grade at five years of age. Allowing 75% of those beginning at five years of age to be promoted at the end of the first year, it is obvious that kindergarten graduates who begin the grades at six are handicapped from the start. Hence cities which have no kindergartens and admit children to the grades at five years of age will be able to show a larger per cent. of beginners who complete the entire course. This, I believe, accords with Mr. Ayres' finding.

3. For several years past we have laid great stress upon the work done in the first and to a less degree the work done in the second years of our primary schools. We believe that we can show results in these grades that can scarcely be excelled by any other city in the country. We believe, furthermore, that it pays best in the long run to insist that a good foundation be laid at the very beginning of the school career, since it is here that practically *all* the children enrolled will be benefited. Habits of study, of behavior, of thoroughness, useful habits of all kinds, are largely inculcated and made permanent possessions of children during these first two years in school. Before entering school, indeed long before the age of five, most children have actually acquired more than one-half of the knowledge they will ever be likely to acquire in life. They have learned to understand spoken language, and to speak at least one language, often two; they have acquired a knowledge of countless facts of many kinds; they have learned, also, to judge and to reason about a great many things. On entering school, they start at once upon an entirely new field of acquisition, namely, that of learning the symbols of thought—reading, writing,

spelling, and numbers—and their uses. How important, then, that a right beginning should be made at this critical period! It is for this reason that we have been loath to urge unduly the hastening of pupils through the first two or three years of the primary grades. By not so urging, however, progress reckoned merely as time has undoubtedly been lost; but not so, in my judgment, has efficiency been lost. Pupils, upon the whole, have been benefited rather than injured by proceeding more slowly in their studies.

If the chief function of a school system were to get as many pupils as possible through school on schedule time, we may safely be charged with inexcusable laches, for our standards of promotion have been high—possibly too high—if judged by the common standard and still more common practice. It is the belief of many, if not most, of our principals that grade for grade our course of study for intermediate grades and the requirements for promotion made under it, are at least a half year, if not more, in advance of other cities, as judged by the pupils we receive from time to time by transfer. In this connection, I may say that the matter has been seriously considered whether we are not in a condition as soon as our new high schools are completed, to shorten our elementary school course to seven years, and thereby save pupils a full year for secondary or high school study. This, in my opinion, will be not only practicable, but it will effect a great economy; it will go far to reduce the cost of maintaining high schools; it will release, also, a large number of class rooms in grammar school buildings for lower grade use. Kansas City, for a great many years, has got on successfully with an elementary school course of seven years only, while claiming to do as much as other cities that maintain an eight years' course. I believe the time is not far distant when many, if not most, cities will adopt the Kansas City plan. Indeed, opinion is rife and gaining ground rapidly that the elementary school course should be reduced to *six* years. But, whatever may be done, the fact remains that to shorten the school period without appreciable loss in efficiency, high standards of attainment and a system of somewhat rigid promotions must be maintained. It is our custom twice a year to require all grammar grades

to take a written examination given by the city superintendent. The effect of this examination has been undoubtedly to discourage too free promotions and to raise the standards of proficiency.

4. Lack of high school accommodations and particularly of high schools containing industrial or vocational courses, has unquestionably been the chief factor in early withdrawal of pupils from the elementary schools. This cause will not be operative after a year or two when, it is hoped, the two high school buildings now under way will be completed and ready for occupancy. Experience with evening high schools, of which we have five, leads to but one conclusion, namely, that the three day high schools now provided will be filled with pupils almost the first day they are opened. The magical effect this will have on the current of progress in the grammar grades is easy to conjecture. Indeed, I am of the opinion that adequate high school accommodations, *independent of all other considerations*, will double the number of pupils in the higher grades of the grammar schools. Furthermore, it is my deliberate opinion that within five years after the third high school is ready to be occupied Newark will be among the highest of the cities of the United States in number of grammar and high school pupils reckoned by Mr. Ayres' standard, or by any other. If criticism such as Mr. Ayres' paper seems to have excited will help bring about the early completion of our high schools, we ought to be grateful and satisfied. We must not, however, permit ourselves to let down any of our existing standards of efficiency for the *mere sake of more pupils in the upper grammar and high school grades*. Education is not merely *quantitative*; its chief excellence lies in its *quality*. Its benefits are incalculable by any human standard of exact measurement. These benefits are best observed in the upright, intelligent, self-supporting, patriotic, God-fearing and God-praising citizens of a democratic state. It is such men and such women that our schools should seek to create. To be able to do a man's work or a woman's work in life, is the chief test of the efficiency of our schools. Another test is that of tolerance of the opinion of others, sympathy, co-operation, and helpfulness. Still another test is that of honor,

patriotism, and civic righteousness. By these and similar tests we should seek to measure the efficiency of our schools. Counting the names upon a school register is merely a quantitative estimate useful within a fixed limit; but, just as the population of a city is no index to the character or efficiency of its citizenship, so the numbers taught in the upper grades of a school system are no true index of the actual efficiency of a school system taken as a whole.

In connection with the study of the question of the retardation and elimination of pupils, the following table which gives the grade, sex and average age of pupils after promotion, July 2, 1909, is most profitable and instructive:

GRADE, SEX, AND AVERAGE AGE OF PUPILS
After Promotion, July 2nd, 1909

Grade	Boys			Girls			Total		
	Number on Roll	Average Ages		Number on Roll	Average Ages		Number on Roll	Average Ages	
		Yrs.	Mos.		Yrs.	Mos.		Yrs.	Mos.
8A	390	14	8	499	14	4	889	14	6
8B	526	14	1	530	14	1	1,056	14	1
7A	559	13	8	612	13	7	1,171	13	7½
7B	745	13	2	811	13	4	1,559	13	3
6A	836	12	8	878	13	..	1,714	12	10
6B	1,109	12	9	1,151	12	4	2,260	12	6½
5A	1,194	12	4	1,166	11	11	2,360	12	1½
5B	1,368	11	11	1,337	11	9	2,705	11	10
4A	1,418	11	7	1,419	11	1	2,837	11	4
4B	1,682	10	10	1,579	10	8	3,261	10	9
3A	1,542	10	3	1,420	10	1	2,962	10	2
3B	1,684	9	8	1,657	9	6	3,341	9	7
2A	1,712	9	3	1,640	8	10	3,352	9	½
2B	2,076	8	1	1,939	7	11	4,015	8	..
1A	1,986	7	5	1,743	7	3	3,729	7	4
1B	2,065	6	4	1,983	6	2	4,048	6	3
Kind'g	1,391	5	3	1,337	5	1	2,728	5	2

COMPARISON OF GRAMMAR, PRIMARY, AND KINDERGARTEN

Grammar	6,727	12	10	6,987	12	9	13,714	12	9½
Primary	14,165	9	..	13,380	8	9	27,545	8	10½
Total	20,892	10	3	20,367	10	2	41,259	10	2½
Kind'g	1,391	5	3	1,337	5	1	2,728	5	2
Total	22,283	..	..	21,704	..	..	43,987	..	..

A study of the foregoing table reveals several interesting facts. Thus, starting with an average of 6 yrs. 3 mos. in the 1B grade, we find the average age rising to 7 yrs. 4 mos. in the succeeding grade, which theoretically should be 6 yrs. 9 mos., that is, an increase of six months only. The inference is that it has taken the average pupil thirteen

months to complete the work, laid out to be completed in a half year. While this is true of the average pupil, it is, nevertheless, the fact that a considerable number were able to complete the work on schedule time; a few only were able, or were permitted, to advance faster than schedule time. At no other point in the course, however, was so much time consumed in doing a half year's work. The question that naturally arises is this: Was it necessary to insist upon so high a standard of proficiency before advancing pupils to the next grade? Many believe it wise not to hurry pupils at this tender age; that it is better on the whole to take double the schedule time than to advance pupils prematurely. After all has been said, however, the grade name, whether 1B or 1A, has no great significance. The significant thing is whether the pupils have progressed as rapidly as should be expected of them, and whether a reasonable proficiency has been attained. From the 1A grade to the 2B grade the advance in average age is 8 months only, or 2 months more than the theoretical time. Doubtless there has been a saving of time here owing to the longer time taken in the grade preceding. From the 2B grade to the 2A grade the average age rises $11\frac{1}{2}$ months. This seems phenomenal and on the face of it quite inexplicable. It would seem to imply that the standard of promotion was too high or that the course of study called for too much. I doubt whether the difficulty lay with the course of study.

From the 2A grade to the 3B grade the average age rises only $6\frac{1}{2}$ months. This is exceedingly close to the theoretical age. The average age, however, of pupils about to begin the third year in school, namely, 9 years 7 months, is too high by a half year to a year. From the 3B grade to the 3A grade the rise of age is 7 months, an appropriate time. So from the 3A grade to the 4B grade the rise of age is again 7 months. So also from the 4B grade to the 4A grade, the rise of age is 7 months. From the 4A grade to the 5B grade the rise of age is 6 months, which accords with the theoretical increase. From the 5B grade to the 5A grade the rise of age is only $3\frac{1}{2}$ months. This seems somewhat extraordinary and is probably exceptional, that is, not likely to occur in successive years. From the 5A grade to the 6B grade the

rise of age is 5 months, a month short of the theoretical increase. From the 6B grade to the 6A grade the rise of age is $3\frac{1}{2}$ months only. This would also appear to be exceptional and not likely to occur often. From the 6A grade to the 7B grade is a rise of 5 months; from the 7B grade to the 7A grade, a rise of $4\frac{1}{2}$ months; from the 7A grade to the 8B grade a rise of $4\frac{1}{2}$ months; from the 8B grade to the 8A grade, a rise of 5 months.

In general it will be seen by the foregoing that:

- (1) The slowest progress is made in the lower primary grades.
- (2) Normal, or nearly normal, progress is made in the intermediate grades.
- (3) The fastest progress is made in the grammar grades.

The natural inference to be drawn from a study of these figures is either (a) that our course of study calls for too much at the outset, or (b) that our principals and teachers are setting too high a standard as a requirement for promotion in primary grades; and particularly in the *first* and *second* years of the primary course.

It might naturally be expected that our two years' kindergarten course would result in reducing the time required to complete the first two primary grades; such, however, seems not to be the case. The question naturally arises, therefore,—Are the kindergartens accomplishing what they should? This is a most difficult question to answer, since the aims of the kindergarten are moral and social as well as intellectual. I can conceive a kindergarten system such as ours to be efficient without measurably affecting the capacity of children to advance faster in their grade studies. I am strongly of the opinion, however, that the kindergarten should affect favorably the capacity of children to advance more successfully in their intellectual tasks, and that a failure to do it is to be regretted. I do not wish to be understood as affirming that slowness of promotion in the lower primary grades in this instance is in any wise chargeable to the kindergarten. So far from this being the fact, it may appear on further investigation and study that the progress of pupils in the grades is being accelerated by the kindergarten, and that

without this accelerated speed progress would be much slower than it is now. My deliberate judgment is that our principals and teachers are expecting, under the circumstances, too much of children during the first two years in the primary grades. Possibly we are making a serious mistake in not insisting more than we do upon assigning our best teachers to the lowest and particularly to the beginning grades. It is here all admit that teaching is most difficult; it is here, therefore, that the best and most experienced teachers are needed. The fact is that successful teachers are being constantly drafted from first and second year classes into the higher grades, leaving the difficult task of teaching beginners very largely to young teachers and in many instances to those fresh from the normal school. It might be good policy for the Board to change its salary schedule so as to give the higher salaries to teachers of the first grade. This would encourage teachers to remain in the lowest grade and would counteract the existing tendency among school principals to advance first year teachers after they become experienced and skillful. The fact is that teachers of the first grade, finding the work exceptionally difficult, ask to be transferred to higher and easier grades. Principals generally, and far too often, yield to the urgent solicitation of teachers and advance them to the lasting detriment of the lowest primary grades. *There is no doubt whatever that our lowest grades are suffering largely through inexperienced and unskillful teaching.* The specific remedy for this state of things will be to make the salary of the first year teachers high enough to satisfy the best of them to remain permanently in this grade. The larger salary paid to teachers in the seventh and eighth year grades is found necessary to attract teachers to these grades; but even with the bonus that is paid, many of our best teachers prefer to remain in the intermediate grades because these are believed to be less difficult. It can scarcely be expected that teachers will long be satisfied to remain in the most difficult grade of all, to wit, the first year grade, if the salary is no higher than that of the easier and less exacting intermediate grades. Economic laws prevail in education as in all other human activities where men and women seek employment to gain a liveli-

hood. I would therefore recommend to the Board the early consideration of the question of increasing the schedule salary of first year teachers.

REORGANIZATION OF THE DEPARTMENT OF COMPULSORY EDUCATION

Since 1901, when the department of compulsory attendance was first organized by the appointment of Mr. Charles A. MacCall as Chief Attendance Officer, its control and management have been vested in the Board of Education. The assistants to the chief attendance officer, fourteen in number, were furnished by the Police Department, acting in co-operation with the Board of Education. As in the case of medical inspection, this dual control, while affording certain advantages, was found on the whole to be unsatisfactory. Hence, in May of the current year, it was voted by the Board of Education to assume sole control and to take over the selection and appointment of the staff of assistants. It was believed that by so doing the number of assistants might safely be reduced from fourteen to twelve. It was, furthermore, decided that at least one-third of this number should be women. Provision was made to select the corps of assistants by means of an impartial civil service examination. It is still too early to state with certainty the full extent of the benefits to be derived from the reorganization. Much, however, is expected. Attention is called to the excellent report of the Supervisor of Attendance to be found elsewhere, on page 113.

THE AMENDED COMPULSORY EDUCATION ACT

During the past few months I have taken the trouble to investigate recent school legislation in most states of the Union, and, as a result, I find that upon no other questions have there been so many radical and progressive enactments as upon those of compulsory education and of child labor. The uniform tendency throughout the country seems to be toward strengthening existing legislation, extending the length of the compulsory school period, and establishing educational qualifications as a condition for exemption. It is to be noted, also, that the interpretation as well as the execution of compulsory education laws is being imposed

upon school boards and school officials rather than upon courts, commissions, or other outside agencies.

Comparing the amended New Jersey act with recent acts in other states, I find the fixing of the upper limit of the compulsory age at 17 is unusual; this limit is quite uniformly 16 in other states. Again, exemption from school attendance, solely because it is necessary for the child to be employed in some occupation or service, is exceptional. In most instances exemption may be granted when the child has attained certain educational standards, such, for instance, as the ability to read and write simple sentences, etc. The New Jersey Act is, therefore, in its main features somewhat more drastic than the most advanced legislation in other states. The following sections, taken from the New York State School Law, show the high water mark of compulsory school legislation in most other states:

Article 20, section 530, paragraph 2—"Every such child between fourteen and sixteen years of age, not regularly and lawfully engaged in any useful employment or service, as hereinafter provided, and residing in a city or in a school district having a population of five thousand or more and employing a superintendent of schools and to whom an employment certificate has not been duly issued under the provisions of the labor law, shall so attend upon instruction the entire time during which the school attended is in session.

Paragraph 5.—"Every boy between fourteen and sixteen years of age in a city of the first class or a city of the second class in possession of an employment certificate duly issued under the provisions of the labor law, who has not completed such course of study as is required for graduation from the elementary public schools of such city, and who does not hold either a certificate of graduation from the public elementary school or the preacademic certificate issued by the Regents of the University of the State of New York or the certificate of the completion of an elementary course issued by the education department, shall attend the public evening schools of such city, or other evening schools offering an equivalent course of instruction, for not less than six hours each week, for a period of not less than sixteen weeks or upon a trade school a period of eight hours per week for sixteen weeks in each school year or calendar year."

(It will be observed in the foregoing that attendance upon evening schools is made, in certain cases, a condition of exemption.)

I am aware, of course, that it is the duty of the Board to enforce the New Jersey school law irrespective of what may be the laws or practice elsewhere; my purpose, therefore, in citing, as above, the trend of legislation in other states, is for the guidance of the Board in so far as the compulsory education law *permits any discretion* in its enforcement. This discretion, under the present act, extends, as has been stated, only to exempting children above the age of 14 for whom it is "necessary to be employed in some useful occupation or service."

It seems to me that the duty of the Board is clear, namely, to require on the part of the Attendance Department the strict but reasonable and impartial enforcement of the law as it stands on the statute books.

With this in mind I have the following recommendations to make:

1. Since there will be many children above the age of 14 for whom the existing grammar and primary schools are not suited, that immediate steps be taken to open one or more industrial grammar schools—otherwise called "shop" schools. Such schools are being opened for a similar purpose in New York State and elsewhere. The Warren Street and Wickliffe Street school buildings are both available for this purpose; the Lafayette Street building (old) will be available in a few days.
2. To require in case of application for exemption that all children so exempted shall attend evening schools during the whole period that such schools are in session.
3. That a careful watch be kept by the Attendance Department over all exempted children in order that exemptions may be promptly canceled in case of irregular or of non-employment.

PROVISIONS THAT MUST BE MADE TO ENFORCE AMENDED
COMPULSORY EDUCATION ACT

The compulsory education law, as amended, calls, as has been stated, for the attendance at school of all children between the ages of seven to seventeen inclusive; *provided* that

children above 15 years of age who have been graduated from a grammar school may be excused from attendance while regularly and lawfully employed; and *provided further*, that children above the age of 14 who have not been graduated from a grammar school may be excused from attendance by the Board of Education if their services are needed for their own support or for the support of the family, but only during their regular and lawful employment.

The amelioration, therefore, contained in the provisions of the amended act consists, as has been stated, chiefly in granting to boards of education the foregoing power to exempt for support of the family. Although we have at this date no accurate knowledge of the number of children affected by this act, it is highly probable that it will reach two thousand or more cases. To fully enforce the act, therefore, would put back into the schools two thousand or more children between the ages of 14 and 17 who have permanently left school to go to work. What to do with these additional school children becomes a serious matter for the Board to consider. While there is undoubtedly room enough in the elementary schools for all the pupils of this class without undue crowding, the fact that these children are in most cases behind the proper grade for their age, will make many of them unwilling pupils if required to return to school. The question arises, therefore, how will the schools be affected by the enforced attendance of so large a number of unwilling pupils? Would not the state and society at large be more greatly benefited by putting these children to work than by enforcing their reluctant attendance at school? Whatever may be the fact in certain cases, and whatever the present opposition to the rigid enforcement of the law, I am of the opinion that when once conditions are adjusted, there will be no greater disposition on the part of parents to take their children out of school before the age of fifteen than formerly before the age of fourteen. It will be readily recalled how difficult it was to keep children in school when the maximum age of compulsory attendance was only twelve years; and how sturdily each added year has been opposed by parents anxious to put

their children to work as early as possible so as to enjoy the income of their labor.

The history of the progressive enactment at home and abroad of more drastic child labor laws and compulsory education laws shows how vigorously the battle for the emancipation of childhood has been fought and how successful has been the outcome. Within recent years the efforts of philanthropists and of lawmakers have been greatly aided by the attitude of organized labor. It has been shown that child labor is costly, not only in denying to youth its hygienic and educational birthright, but in depriving adult labor of its proper supply of raw human material. Compared to the foregoing, the loss to adult labor by reason of child labor competition, although by no means insignificant, is far less important. If it be true that the permanent prosperity of a nation resides in the strength, skill and vitality, as well as in the intelligence of its proletariat—its working classes—then it follows that anything that saps these elements tends to destroy the nation. It is due to this fact that most civilized nations have become keenly self-conscious in these matters and have enacted laws that far excel our own in providing against the too early drafting of children into the ranks of productive labor.

INDUSTRIAL SCHOOL FOR OVER AGE PUPILS MADE NECESSARY
BY THE AMENDED COMPULSORY EDUCATION LAW

While protesting vigorously that childhood should not be robbed of its opportunity for a healthy growth and for an appropriate education, it must be admitted that our school provisions for over age children are far from being satisfactory in kind or sufficient in amount.

Separate and independent schools are greatly needed for boys and girls above the age of 14 who have failed to complete the usual grammar school course of study. Owing to late beginning, mental backwardness, or physical handicap of some kind, many pupils, both boys and girls, find themselves at the age of 14 to 15 scarcely half or two-thirds through the elementary school course. To many of these, further attendance at school becomes distasteful, and, as a result, advancement and proficiency in studies can scarcely

be expected. The boy becomes eager to go to work; although dull and backward in his studies as compared with other children of his age, he feels, nevertheless, that in the great outside world he could contend with others of his age on equal terms. He realizes that in the study of books he is outclassed, so far outclassed that to pursue the struggle farther is almost, if not altogether, hopeless. He is willing to begin the contest anew, but it must be in something else than in books and printed lessons. The shop with its adult activities attracts him. This seems to him an escape from a life that has become intolerable to one that affords him a chance to make a man of himself. Although he might prefer to leave school and go to work for its greater independence and profit, he is willing to stay in school *because* in so doing he sees the acquisition of *greater* independence and *greater* profit in the future.

For these two reasons, therefore, (1) because the pupil wants it and will profit by it, and (2) because society wants it for its own protection, industrial or vocational grammar schools should be established sufficient in number and size to provide accommodations for all that class of youth who, by the time they have arrived at the age of adolescence, tire of school because of backwardness in studies, early physical maturity, or other cause.

WHAT THESE ELEMENTARY VOCATIONAL SCHOOLS SHOULD TEACH

These schools should continue the studies of the elementary school, that is, reading, spelling, writing, arithmetic, perhaps, also, they should give something of industrial history and geography; simple bookkeeping might also be included. The instruction, however, should be simple and *intensely practical*, in order that most of the pupils' time may be put upon shop work. It should be the one aim of these schools to prepare pupils definitely to enter some industrial pursuit where they could in due time become more efficient workers than without such school preparation. The course of study in these schools should be so flexible that it may be completed in two, three or four years, according to the age and ability of the boy. Completion of the course should fit

a boy to enter a shop at 16 years of age and to complete the required apprenticeship in the shortest possible time allowed. Or, in the event of the establishment of a trade school in our city, that is, of a school intended to take the place of ordinary shop apprenticeship, the pupil should be able to enter such school at the age of 16 or perhaps earlier upon completing the required course in the industrial grammar schools.

The school day should be lengthened to not less than six hours and perhaps to seven hours, that is, the daily session should begin at 8.30 a. m., and with one hour's intermission for dinner, continue until 4.30 or 5 p. m.

The shop work to be taught in these schools should include joinery, carpentry, simple electrical work, sheet metal work, wood turning, and, if possible, some simple machine shop practice. Vocational work of other kinds may be added to the foregoing as experience suggests its need.

HOW MANY OF THESE INDUSTRIAL ELEMENTARY SCHOOLS ARE NEEDED AT THE PRESENT TIME

It is quite impossible at the present time to state even approximately how many such schools are needed. Doubtless, it will take some time to familiarize the patrons of the schools with their purpose and value. Much will depend, also, upon the success attending the first schools of this kind that are started. If the first schools established should be well equipped, organized, officered, and managed, I am of the opinion that 20% at least of all boys 14 years of age and over enrolled in the grammar schools would choose to enroll in these schools in preference to existing grammar schools. Roughly estimated, there are 1,600 boys 14 years of age and over now enrolled in the grammar grades. Twenty per cent. of this number would be 320. If it is thought best to provide similar industrial schools for girls, the foregoing estimate, 320, should be doubled. The enforcement of the compulsory education act would add considerably to the above estimate, since it would include all boys and girls of school age not legally exempted or not legally employed. The number of pupils, boys and girls, between the ages of 14 and 17 who must attend school unless exempted by the Board, is no inconsiderable number. It would be safe to say, therefore that at the present time accommodations for 1,600 pupils are

needed for those already attending school; and accommodations for no less a number consisting of those between the ages of 14 and 17 who, if the law were rigidly enforced, would desire to attend a school of this kind. I am of the opinion, however, that it would not be wise to attempt to make provision for this large number all at once without some careful experimenting both as to locations for such schools and as to best methods of organization.

Since there are vacant rooms in the old Warren Street school building, and since the adjoining Wickliffe Street building can readily be used for shop purposes, I recommend that the Warren Street school be made an industrial grammar school. If the success of the experiment in this school should appear to warrant the immediate establishment of another school of a similar kind, I would recommend that the Lafayette Street school building (old) be made into an industrial grammar school.

REORGANIZATION OF THE DEPARTMENT OF MEDICAL INSPECTION

The most important changes in the school system made during the year of this report were the reorganization of the department of medical inspection and of the department of compulsory education. Of the latter I have spoken elsewhere in this report. Since its creation in the year 1901 until the present year, the department of medical inspection had been under the joint control and management of the Board of Education and of the Board of Health. While this dual control was efficient and satisfactory in the beginning, it was believed by both boards that the department had now reached such proportions as to warrant a reorganization on different lines. Hence, upon the initiative of the Board of Education, but with the cordial assent of the Board of Health, the department was turned over in its entirety to the former board. Dr. George J. Holmes was chosen as Supervisor of Medical Inspection and given a staff of fourteen assistant inspectors. New rules were adopted and measures promptly taken to extend the work of the department along several new and important lines. Originally organized as a means to control the spread of contagious and infectious

disease, the field of its activity was enlarged to include all matters relating to the health of school children. Attention is hereby called to the admirable report of Dr. George J. Holmes, Supervisor of Medical Inspection, to be found on page 119.

SCHOOL NURSES

Ever since medical inspection was first established, the need has been felt of a corps of trained nurses to follow up the work of the medical inspectors in order to see that their recommendations were properly carried out in the home. Children sent from school because of some ailment that should have received immediate treatment in the home were kept from school an unnecessary length of time and were often returned without having received any suitable treatment. The case had to be again diagnosed by the medical officer and the child again sent home for treatment, too frequently with no better result than before. Sometimes the indifference of parents was the cause of such neglect; sometimes and perhaps oftener the ignorance of parents as to what ought to be done. It was believed that a nurse visiting the home might render such assistance to the parents as to avoid these lapses in school attendance as well as secure the proper treatment of the child. It was thought best to make a trial by appointing five trained nurses. These were selected by appropriate civil service tests from a large number of applicants. The value of their work should appear after a few months' trial. For a further discussion of the problem of employing school nurses to assist medical inspectors, see the report of Supervisor Holmes, on page 119.

SUMMER SCHOOLS

The summer schools were maintained for six weeks during the summer vacation, beginning July 12th and ending August 20th.

The following table gives the statistics of attendance, number of classes, and number of teachers employed:

- Number of pupils enrolled....	1909	1908
Male	6,291	6,643
Female	6,421	6,868
Total	12,712	13,511
Decrease		

Average enrollment	9,016	9,487	
Decrease			471
Average attendance	7,522	8,337	
Decrease			815
Per cent. of attendance.....	83.4	87.8	
Decrease			4.4
Number of classes.....	262	256	
Increase.....			6
Number of teachers employed.	383	378	
Increase.....			5

The summer schools were organized and supervised as heretofore. Extra provisions were made to take care of a larger number of pupils than were enrolled for the year before. For some reason that is not altogether clear, the enrollment and attendance were both lower than for the year preceding. It is true, of course, that a large falling off in enrollment would naturally attend the closing of the Morton Street and of the Lafayette Street buildings, both of which were undergoing extensive changes. I had hoped, however, that these necessary losses would be largely if not altogether made up by increased enrollment in other schools, especially since the Hawthorne Avenue school was opened for the first time.

Below is given a table of enrollment and average attendance for this year and for last year:

ENROLLMENT AND AVERAGE ATTENDANCE IN SUMMER
SCHOOLS FOR THE YEARS 1909 AND 1908 COMPARED

School	Enrollment—		Average Attendance—	
	1909	1908	1909	1908
Avon Avenue.....	384	488	290	367
Belmont Avenue.....	944	552	462	292
Bergen Street.....	441	343	299	258
Bruce Street.....	420	328	300	186
Burnet Street.....	281	293	163	149
Camden Street.....	492	561	280	338
Central Avenue.....	425	339	219	207
Charlton Street.....	618	599	306	276
Eighteenth Avenue....	474	422	257	286
Fifteenth Avenue.....	462	473	335	374
Fourteenth Avenue....	313	342	212	244
Franklin	516	594	314	375

Hamburg Place.....	671	628	470	431
Hawkins Street.....	292	393	162	232
Hawthorne Avenue....	408	...	290	...
Lafayette Street.....	...	441	...	225
Monmouth Street.....	852	801	417	386
Morton Street.....	...	879	...	667
Newton Street.....	714	669	411	408
Oliver Street.....	287	282	169	180
Seventh Avenue.....	641	657	349	414
South Street.....	266	265	158	143
South Eighth Street...	379	411	245	265
South Tenth Street....	378	411	242	267
Sussex Avenue.....	427	527	224	257
Thirteenth Avenue....	602	543	301	282
Warren Street.....	265	400	149	221
Washington Street....	256	277	169	189
Waverly Avenue.....	504	593	325	413
Total	12,712	13,511	7,522	8,337

It will be seen that the falling off in enrollment and attendance was largely confined to the following schools:

Avon Avenue,	South Eighth Street,
Camden Street,	South Tenth Street,
Central Avenue,	Sussex Avenue,
Fourteenth Avenue,	Warren Street,
Franklin,	Washington Street,
Hawkins Street,	Waverly Avenue.

The summer schools of Newark have been regularly maintained since the year 1885 when they were first opened by the Board of Education. From the beginning they have enjoyed the favor of a great many citizens, particularly of those who are not unfamiliar with the longer school terms of most European countries. The gradual shortening of the school year in the schools of this country through adoption of additional holidays and otherwise is not generally approved by parents of this class. It is probable that in the case of most children in good health, a school year a month or six weeks longer would be a real benefit. This statement takes for granted, of course, that the schools are properly conducted, that the session is for a half day only, that the fullest precautions are employed to conserve the child's

health while in school, and that the work is such as to interest the pupil and not such as to make him dislike school.

From year to year we have tried to make the work of the summer schools not only useful, but, so far as possible, attractive as well. That the total enrollment was 12,712 (last year, 13,511), shows how successful have been our efforts. I feel certain that no other large city in the country enrolls in its summer schools approximately 25% of its regular term school enrollment; in fact, I believe no other large city even remotely approximates such a per cent. of enrollment. Especially, when it is understood that attendance in the summer schools is kept by us in the same careful manner and in the same registers and in precisely the same way,—namely, subject to state inspection—and under exactly the same conditions as in the regular term schools except that attendance is *entirely voluntary and not urged by teachers*, the popularity and success of the six weeks' summer school term is unprecedented and unapproached. The explanation of the great hold that our summer schools have upon the people is that they have been established so long, twenty-four years, that they have had abundant time to be fully tried out. If the time comes, as not a few believe it will, when the public schools shall be open the year throughout—as are many of the universities and not a few secondary schools—Newark will be able to arrange its plans with only slight modifications and with little effort to convince most of the people of the wisdom of the change.

It is obvious of course, without explanation or argument, that every additional provision to enlarge the scope and efficiency of public school education is to be accounted for in terms of money cost. Hence the fact that we have succeeded in getting an unprecedented number of pupils into our evening schools, our summer schools, and our kindergartens (kinds of educational activity more or less ignored by most of the largest cities in the country) means that the cost of education in the City of Newark must be higher *pro tanto* than in other cities. Appropriations for evening schools, summer schools, and kindergartens—I should include also playgrounds—are becoming enormous; still I doubt whether the people of Newark would consent to their contraction in

growth or impairment in efficiency in order to cut down their cost.

SUMMER PLAYGROUNDS

Summer playgrounds were maintained for seven weeks during the summer vacation, beginning July 6th and closing August 27th.

A table given in the Appendix shows location, number of teachers and estimated daily attendance.

Compared with last year the total attendance shows a marked decrease. This, I believe, is to be accounted for because of the fact that several of the playgrounds had not been properly equipped when the term opened. It is unfortunate that there should be any delay of this nature since it not only impairs the usefulness of the playgrounds, but it imposes an unnecessary cost upon the city for the payment of teachers' and supervisors' salaries. The playgrounds are organized, teachers are selected and appointed a month or two before the opening of the term in order that everything may be ready from the beginning. If contractors or others have not placed apparatus in position, have not provided sand for the sand boxes, etc., little or nothing can be done by the instructors to secure and to keep up the attendance and interest. Unusual care was taken this year in the selection of competent instructors. Every succeeding year enables us to improve upon the year before owing to the constantly increasing numbers of those who have qualified themselves for playground work by study and experience.

Prior to the opening of the season Supervisor of Playgrounds, Mr. Randall D. Warden, gave a series of lessons at the Belmont Avenue school for all teachers and others who wished to fit themselves more thoroughly for playground work.

The playground activities now comprise work in athletics, gymnastics, marching, dancing, out-of-doors and indoors games, calisthenics, kindergarten, kitchen gardening, library, singing, etc.

The scope of the work has broadened somewhat every year, while the aim has been to afford enjoyment, physical and mental improvement as well as moral and social betterment.

The placing in most school yards of permanent gymnastic apparatus has had a good effect. Children enjoy apparatus work in most cases better than mere games without apparatus of any kind. Great care, however, needs to be taken to prevent careless or reckless use of apparatus that involves danger of physical injury of any kind. Few accidents of a serious nature have occurred in any of the playgrounds, and these usually when instructors have not been present or directions have been violated.

It is not impossible that the playgrounds could be satisfactorily conducted with fewer instructors than were employed this year; where difficult apparatus is used, however, I am of the opinion that it would be unsafe to reduce the number to any considerable extent.

The close of the playground season was celebrated as heretofore by a Field Day at Branch Brook Park, when pupils to the number of several thousands coming from all playgrounds in the city participated in games, dancing, singing, etc., in the presence of a large and interested assembly of parents and others. I have never seen a more beautiful picture than that of these thousands of children, boys and girls, many of them bedecked with school emblems or insignia, marching in the most perfect step, singing in the open air in most admirable time and spirit to band accompaniment, marching, countermarching, hopping, skipping, jumping, dancing, performing intricate evolutions, etc., all with a lightness and gayety inspired of youth, good health, and buoyant life. Truly these boys and girls are our city's joy and pride, its riches and its hope. No nation need fear for its future whose children appear so strong, healthy, happy and full of hope and unbounded enthusiasm.

EVENING HIGH AND ELEMENTARY SCHOOLS

The steady and exceptional growth of the evening schools is a cause for profound gratification. This growth is best shown by the following data giving total enrollment, average enrollment, average attendance, per cent. of attendance, and number of teachers employed during the last ten years:

Year	Total Enrollment	Average Enrollment	Average Attendance	Per cent Attendance	Number Teachers
1900 ..	4,236	2,909	2,235	77	110
1901 ..	4,462	3,048	2,330	76.4	112
1902 ..	5,606	3,267	2,608	79.8	126
1903 ..	6,444	3,648	2,935	80.4	140
1904 ..	7,377	3,975	3,203	80.5	176
1905 ..	7,716	4,277	3,509	82	190
1906 ..	8,242	4,481	3,747	83.6	206
1907 ..	10,663	5,293	4,390	82.9	253
1908 ..	13,594	6,666	5,627	84.4	320
1909 ..	13,971	7,305	6,184	84.6	315

It will be observed that the growth of the evening schools has been continuous from year to year, not only in enrollment, but in average attendance and in per cent. of attendance. The per cent. of attendance for the year 1909, namely, 84.6 per cent., compares not unfavorably with that of day school attendance. When it is borne in mind that attendance upon evening schools is purely voluntary and that there has been nothing in our compulsory education laws to put a premium upon evening school attendance, such, for instance, as exemption from day school attendance in the case of pupils over 14 years of age who have not completed the elementary school, the high per cent. of attendance attained in our evening schools is truly phenomenal. It shows that the advantages offered by our evening schools have at least been appreciated by a large constituency of young people. For a good many years our evening school enrollment has been *fifth* as compared with other cities of the United States. Since Newark is *sixteenth* in population among the cities of the United States this extraordinary evening school enrollment is the more remarkable.

The following figures give the total enrollment and average daily attendance upon evening schools in the twenty cities of the United States having the largest population:

(The figures were obtained from the last published report of the U. S. Commissioner of Education, that for the year 1908.)

City	Whole No. Pupils Enrolled	Average Attendance	No. Teachers Employed
New York.....	109,829	41,749	1,868
Chicago.....	24,520	10,949	653
Philadelphia.....	15,273	6,600	411
St. Louis.....	5,888	2,627	129
Boston.....	23,317	8,113	373
Baltimore.....	7,814	2,272	127
Cleveland.....	6,673	2,140	115
Buffalo.....	4,334	2,517	129
San Francisco.....	7,189	2,096	98
Cincinnati.....	2,876	1,592	61
Pittsburg.....	2,718	1,620	65
New Orleans.....	2,131	955	44
Milwaukee.....	5,457	1,792	84
Detroit.....	3,419	1,521	93
Washington.....	3,143	1,577	84
Newark.....	13,594	5,627	320
Jersey City.....	3,244	1,073	61
Minneapolis.....	704	245	14
Providence.....	4,979	2,110	183
Rochester.....	8,099	2,234	230

From the foregoing data it appears that Newark still holds, as heretofore the *fifth* place in *average attendance* as well as in *total enrollment* in evening schools. If the reasons were sought for the exceptional popularity and success of our evening schools they would be found to be as follows:

- 1st—The *generous provision* made by the Board for their maintenance, to wit, for the year 1908-09, the sum of about \$113,500. This has enabled us to secure and to retain from year to year an excellent corps of teachers.
- 2nd—The *rule of the Board* that makes ineligible for appointment in evening schools any whose day school record is not "good."
- 3rd—The prompt dropping from the list of all teachers who do not make "good" in the evening school. Teachers who perform their day school work in a merely "satisfactory" manner are not permitted to teach in evening schools for the two-fold reason (a) that their time should be given wholly to their day school work and (b) that the evening schools require even a higher teaching ability than is required by the day schools. The adoption of this rule as far back as 1901 is perhaps the chief reason for the

excellence as well as popularity of our evening schools.

4th—The work of the evening schools has been made as *practical* as possible by the introduction of vocational instruction.

5th—The general *esprit de corps* of the evening school system. This has been favorably influenced by the appreciation and generosity not only of successive boards of education but by the public at large and particularly by the newspaper press of the city.

Considering the excellence of our evening school work and the opportunity thereby offered for *over age* pupils to keep up their school attendance while working for the support of the family, it seems unfortunate that no recognition was given to this means for obtaining an education by those responsible for the present compulsory education law. The fact, perhaps, that few school districts in the state other than Newark had made adequate provisions for instruction in evening schools, will perhaps account for the omission. Nevertheless, the omission is a serious one and should receive due consideration when the compulsory education act is again amended.

In my report to the Board for the year 1905 I attempted to show the fallacy of those who urge that evening school attendance is in most instances bad *per se* because, as is alleged, those for whom such instruction is intended, are incapable of profiting by it owing to fatigue resulting from employment during the day time. The answer to this fallacious argument I scarcely need repeat; the fact that our evening schools have been *voluntarily* attended year after year by such large numbers of pupils who work during the day, is a sufficient answer.

EVENING HIGH SCHOOLS

Prior to the year 1902 only one evening high school had been maintained, and that for many years with scarcely any appreciable growth. In that year, upon the recommendation of the city superintendent, three additional high schools were established simultaneously. Some solicitude was expressed at the time by members of the Board and by others as to whether these additional schools were needed. It was, there-

fore, a pleasurable surprise to the Board, as well as to the friends of the schools generally, that all three schools were well attended from the very beginning. Attendance in these schools, however, so increased from year to year that each building in which a high school was maintained was filled to its utmost capacity, making it necessary last year to open a *fifth* evening high school. This high school, namely, the Bergen Street High School, located in the southern section of the city, started with a large enrollment which has steadily grown until now, the second year only of its existence, it numbers upwards of 600 pupils, mostly those who are graduates of grammar schools or students who entered but failed to complete the day high school course. Such facts as the foregoing show the great and increasing demand by large numbers of youth for further school training than that possible for them to secure in the day schools under present social and industrial conditions.

It is unfortunate that so many pupils cannot or do not remain longer in the day high school; it is hoped that the better facilities and broader courses of study that will be offered by the two high schools that are soon to be built, will serve to keep a larger number of pupils in the day high schools and to that extent relieve the evening high schools. It may be fairly expected, however, that the desire for further and more extended school training, particularly along vocational lines, will cause the evening high schools to increase in number and in enrollment of pupils.

The following table shows the branches taught, and the number of pupils enrolled in each branch, in the five high schools during the session of 1909-1910:

STUDIES PURSUED IN THE EVENING HIGH SCHOOLS, AND
NUMBER OF PUPILS PURSUING EACH BRANCH

Subject.	Bergen Street	Central	Franklin	Hamburg Place	13th Avenue	Total
Mathematics						
Arithmetic	89	..	90	59	159	397
Algebra	27	48	20	50	53	198
Geometry	27	16	5	20	6	74
Language						
English	108	135	90	55	318	706
French	20	55	..	..	16	91
German	65	52	37	54	28	236
Latin	13	16	..	..	..	29
Science						
Physics .....	..	28	..	..	..	28
Chemistry .....	..	63	..	..	..	63
Commercial						
Bookkeeping	79	124	90	60	137	490
Stenography	71	102	90	71	126	460
Typewriting	84	53	18	30	50	235
Industrial—Vocational						
Drawing	74	17	35	47	25	198
Shopwork	27	17	7	53	19	123
Cooking	87	51	178	225	103	644
Sewing	100	58	41	95	66	360
Millinery	74	37	100	126	45	382
Nursing	18	26	47	79	101	271
Art Needlework....	..	..	44	..	..	44
Civil Service.....	..	..	24	49	..	73

A comparison of the number of pupils pursuing each of the branches of study above given shows that the industrial and vocational studies were the most generally chosen. This fact clearly points out, it seems to me, the direction in which their further development should largely be pursued. The want of adequate shop facilities is a considerable drawback to the extension of industrial work for boys and young men. Each of the evening high schools has one shop suitably equipped for joinery work only. In the two hours during which the high schools are open each evening, only a few pupils, in general, not more than twenty-four in number, can be accommodated. In case each shop is given up to the same

class for four evenings per week, twenty-four is the maximum number of pupils who can receive shop instruction in each school. The inadequacy of these accommodations is apparent without discussion. Our inability to provide for a larger number of pupils affects not only the shop work, but it necessarily reacts upon the freehand and mechanical drawing, both important industrial subjects. There would seem to be no way out of this difficulty at present other than to introduce drawing and shop work into as many *elementary* schools as possible where shop facilities of a suitable kind are available. Accommodations for those who take domestic science and art are more satisfactory, since sewing, millinery, nursing, etc., can be conducted in ordinary class rooms.

One of the most important results of the encouragement by the Board of evening high schools has been the awakening of the young people of the city to the need of a broader and better equipment for the duties of life. This feeling now so universal among the older youth of the city, both male and female, reacts upon the younger generation and inspires many to seek in the day schools as well as in the evening schools the benefits of an education.

THE FAWCETT DRAWING SCHOOL

Twenty-four years have now elapsed since this school was first opened to the young men and the young women of Newark. Established originally as a school for instruction in drawing chiefly, it has not as yet departed far from its original purpose. It has been impossible to add many new features of an industrial character owing to insufficiency of room. Having outgrown several years ago the building in Academy Street recourse was had for some time to a rented annex. The recent fitting up of the Market Street school building and its use as a day high school annex, enabled the Board to authorize its use as an annex also to the Drawing School. The old Burnet Street building also was fitted up as an additional annex to the Drawing School. With these two annexes available, it was possible last year to enlarge considerably the scope of the work done in this school.

Instruction in jewelry designing and manufacturing was begun two years ago and was found to be in good demand. A class of about fifty young men, mostly apprentices in the jewelry manufacturing trade, enrolled as pupils. The Board was fortunate in being able to secure an excellent teacher of jewelry design and manufacture, so that the work done was from the start of a high order of merit. It is to be regretted, however, that the facilities for the extension of the work are no better. Not until the Drawing School is established in a building of sufficient size to enable instruction to be given more advantageously, will the full benefits of this kind of training be realized.

The mechanical department of the school is likewise embarrassed by inadequacy of room and equipment. There is no machine shop and hence no means for teaching applied mechanics in the best way ; since, however, most of the pupils in mechanical drawing are shop apprentices, and hence obtain shop practice while pursuing their regular daily vocation, the loss is not so great as it otherwise would be. I am hoping that in the development of industrial education in this city under the auspices of the Board of Education, a way may be found ultimately to make this school a *day and evening trade school*, properly housed and adequately equipped for instruction in the mechanical and other important industries of the city of Newark.

The completion of the Central High School, which will be a commercial and manual training high school for day and evening pupils, will necessarily change to some extent the course of study and the *personnel* of the Drawing School. In general the Central High School should be given over to the younger pupils who have not already entered the trades as apprentices, and the Drawing School devoted exclusively to the instruction of those who have already entered, or who are about to enter, the various trades for which a course of study has been provided. There is little doubt in my own mind that both the Drawing School and the Central High School will be taxed to their utmost capacity to meet the demands made by both classes of pupils. But to provide the proper facilities for conducting an efficient trade school, the Academy Street building will need to be considerably en-

larged and equipped with suitable machinery for trade instruction of various kinds.

The nature of the demands that will be made upon such a school can be readily inferred from the subjects now taught and from the occupations of those who now attend. The following data will afford valuable information as to the nature and future needs of this school:

Whole number of pupils enrolled to date (Nov. 1, 1909)—

Drawing School, main building.....	696
Burnet Street, annex	194
Market Street, annex	45
Total	935

The several departments in which these pupils are enrolled are as follows:

Arts and Crafts Department.....	532
Mechanical Department	263
Architectural Department.....	140
Total	935

The sex and age of pupils is as follows:

	Under 20 Yrs.—		20 Yrs. and Over—		
	Male	Female	Male	Female	
Art Department.....	266	65	100	101	
Mechanical Dep't.....	196	0	65	2	
Architectural Dep't....	88	0	51	1	
Total	550	65	216	104	935

The following is a list of occupations pursued by pupils:

Machinists and allied trades.....	180
Building trades	117
Jewelers and allied trades.....	157
Draughtsmen and industrial designers.....	62
Teachers	25
At school	85
At home	95
Miscellaneous	214

Total 935

Occupations in detail :

Machinists	88
Toolmakers	57
Patternmakers	13
Moulders	4
Electrical workers.....	18
Jewelers	91
Engravers and chasers.....	36
Die sinkers.....	22
Silversmiths	8
Carpenters	44
Plumbers	25
Masons	20
Painters	16
Stonecutters	12
Draughtsmen and designers.....	62
Teachers	25
At school	85
At home	95
Miscellaneous	214
Total	935

A careful study of the foregoing list of occupations shows clearly that there is great need of affording practical training in several trades other than that of jewelry designing and manufacturing. Carpentry, plumbing, masonry, and other building trades, with several others, might all be included in the instruction given by the Drawing School.

Since the death of the former principal of the Drawing School, Mr. Carl F. Rehman, the management has been conducted by the present principal, Mr. Albert R. Lache, who has shown himself thus far admirably qualified for his work. The Drawing School has been fortunate, also, in retaining for a number of years several of its most competent instructors. Mr. Cephas I. Shirley, head of the mechanical department, has assisted Mr. Lache during the past year in supervising the work of the school.

SCHOOL GYMNASIUMS

Since the year 1906, when the Board authorized a gymnasium to be incorporated in the plans for the Hamburg Place grammar school building, all new buildings have been so

equipped. There are now four gymnasiums fully equipped and in daily operation, and two more soon to be opened, viz. :

High School—

New gymnasium to be opened next month.

Grammar Schools

Hamburg Place,
Belmont Avenue,
Bergen Street,
Hawthorne Avenue.

Elementary Schools—

Warren Street—not yet equipped.

Several other schools, both grammar and elementary, have rooms or courts that are used for gymnasiums. Some of these are fairly well equipped. It is believed that the extension of the plan to include a properly equipped gymnasium in every school, large and small, new and old, is in the line of progress. Training in gymnastics seems to be a necessity, as an offset to the cramped conditions of the class room. Its value will depend largely, of course—just as instruction and training in other subjects—upon the nature of the instruction given and upon the efficiency of the instructor. With this in mind, the Board of Examiners has exercised more than ordinary care in the licensing of physical training instructors. The work now being done in all the gymnasiums is of a high character and such as to warrant the enlargement of this field of educational activity.

PUBLIC SCHOOL ATHLETIC FIELD

The purchase by the Board of an athletic field of nine acres or more in the outskirts of the city, is likely to give a great impetus to athletic sports and games among the pupils in all the schools. The Annual Athletic Meet inaugurated several years ago by the Public School Principals' Athletic Association has been exceedingly popular from the very outset. It has been the means of arousing a healthy sentiment for out-of-doors exercise and manly sport throughout all the schools of the city. Difficulty has been experienced in finding a suitable field for these sports which will no longer be the case when the newly purchased athletic field has been suitably graded and prepared for use.

The rapid growth among all classes of citizens of a sentiment in favor of physical training and athletic sports, as well as for out-of-doors play of all kinds, has been one of the most remarkable phenomena of the past few years. This latter day revival of the ancient cult of physical sport was no doubt much needed to offset the physical degeneration arising from too much enforced confinement in the class room.

Properly directed and superintended physical training should result not only in the better physical development of our children, but in their superior mental development. The conditions of urban life due to increasing congestion of population have made the *renaissance* of physical training an absolute necessity. The proper organization of athletics in the schools of the city, so as to secure the greatest possible benefits from the new athletic field, is one of the new problems that the Board of Education will need to solve.

CLASSES FOR MENTALLY DEFECTIVE CHILDREN

Attention was called in my report of last year to the need of classes for mentally defective children. It seems scarcely necessary to repeat the arguments then made since I feel certain that they appealed to the judgment and conscience of every member of the Board. So many new things have been accomplished during the year, particularly the reorganization of the medical inspection department, the appointment of nurses, etc., that I am in hope your honorable body will be able to take up in the near future the consideration of this needed addition to our school system.

BACKWARD PUPILS, TRUANTS, AND INCORRIGIBLES

Under the above caption are included three different classes of children related to one another according to the principle of cause and effect. There is no doubt that in most cases of truancy and incorrigibility, mental backwardness is a prime cause. To treat, therefore, successfully the evils of truancy and incorrigibility, our effort must be aimed chiefly to overcome the condition of backwardness. How to do this successfully presents a problem involving a great many diverse factors. Thus, for instance, mental backwardness

may be due to heredity; to home conditions, such as good food, sleep, labor, etc.; to the physical conditions of the school room; to bad teaching and poor school management; in fact, to an almost endless variety of causes, as—

- (a) Defective mentality due to a variety of causes, inherited and otherwise.
- (b) Unfavorable home conditions, especially in the case of foreign born parents.
- (c) Frequent and protracted absence from school, necessary or otherwise.
- (d) Frequent change of schools and of teachers.
- (e) Habitual laziness, physical and mental, natural and acquired.
- (f) Bad habits of study that have been developed and tolerated.
- (g) Inability of children to express themselves in language and consequent discouragement and growing timidity.
- (h) Not infrequently the possession of a wrong attitude of mind toward the beneficent purpose of free and compulsory education.

It is important, however, if we expect to reduce the high percentage of backward or over age pupils generally found in our schools that the relations of cause and effect above alluded to be given more attention by superintendents, principals, and teachers. We have been wont, I fear, to proceed too much upon the supposition that truancy is the chief cause of backwardness and to be satisfied if the truant child were found by the attendance officer and brought back to school. Rather should we have sought to investigate the cause of the truancy and to remove it if possible. It is a noteworthy fact that some schools have so few backward, truant, and incorrigible cases as compared with other schools almost similarly situated. In some schools there is a sort of truancy *malaria* at all seasons of the year; while in others constant sunshine is an effective germicide for truancy. The pathology of backwardness, truancy, and incorrigibility should be studied more carefully if we hope to escape its blighting influence upon our schools. It is right here that education fails to be a science; that relations of cause and effect are

too often unperceived or ignored in practice. It is far better, as well as cheaper, to reduce the amount of truancy by scientific treatment of incipient cases than to provide sanitarium or truant schools for those in whom truancy and incorrigibility have become fully developed and chronic.

Among the many suggestions that may be made for the appropriate treatment of backwardness, the following seem to me to be the most important:

(a) An improved course of study, one better suited and more attractive to the majority of pupils of this class.

(b) More sensible and scientific systems of grading and promotion than those ordinarily employed. I refer particularly to the "one teacher one grade" system of class organization and to "mass" instruction exclusively, with no "group" teaching. Also to promotions only or chiefly at the end of the term and *en masse*, with small consideration for individual differences.

(c) Fewer pupils in classes; forty pupils to a teacher should be a *maximum* limit and not a *school average*.

(d) More of the humanizing and socializing spirit injected into every school lesson and employment. Teacher and pupil are too often mutually unsympathetic. Social games, plays, and entertainments should be encouraged; anything to endear pupils to their teachers, companions, and schools, should be sedulously cultivated.

(f) The introduction into the school's management of those features that will make it more like a pleasant home for the pupils and that will serve to magnify and to idealize the true parental and filial relations that should exist in every good home.

(g) More varieties of vocational training that are attractive as well as useful.

(h) And, lastly, the teacher should take a greater interest in the pupil's individual welfare; in the case of pupils nearing the time they are to leave school both principal and teacher should interest themselves in securing for the child, with the parents' consent, of course, suitable employment. To this end the teacher might often find it desirable to visit the child's home to advise with parents and otherwise to

show a real interest in the pupil's future as well as present welfare.

When a year or more ago an appropriation was received for the purchase of two sites for ungraded schools it was hoped that the erection of suitable buildings would soon follow; and that soon thereafter the schools themselves would be organized and in operation. In a previous report to the Board I have stated what in my judgment should be the size and character of these ungraded school buildings. Besides two separate class rooms to accommodate 25 boys each, there should be one or more workshops, an indoors and outdoors gymnasium, a kitchen and lunch room, a shower bath, and the other usual provisions for an up-to-date school. It seems necessary also that the site should be large enough for a play field and garden; the play field for daily outdoors games in all suitable weather, the garden for the purpose of giving suitable out-of-doors work in the spring, summer, and fall months. The experience of all institutions that have been successful in caring for and reforming wayward boys should teach us the importance of work. As an offset to the indoors shop work, particularly at certain seasons of the year, farm or garden work is indispensable. It would seem, therefore, a wise economy on the part of the Board in establishing these schools to make them accord with the best models, not only in regard to design and construction of buildings, but in the course of study to be pursued.

The following figures give the total enrollment, average enrollment, average attendance, etc., of the two ungraded schools now maintained by the Board and which eventually will occupy the new buildings:

ENROLLMENT AND ATTENDANCE IN UNGRADED SCHOOLS

	Total Enrollment	Average Enrollment	Average Attendance	Per cent of Attendance
Academy Street.....	16	15	14	.92
Burnet Street.....	40	35	30	.87
Total	56	50	44	.89

It might be thought from the foregoing totals that the need of new buildings is not immediately pressing so far as number of pupils is concerned. Such, however, is not the

case, since both the Academy Street and the Burnet Street buildings are filled to their utmost capacity. During most of the year it has been impossible to accommodate in the ungraded schools a large number of pupils recommended by principals to be so transferred. As a result, boys whose conduct in some cases has been almost intolerable have been kept in their regular classes to the lasting detriment of many innocent and helpless pupils and the discomfort and demoralization of many worthy and successful teachers.

It is earnestly hoped that action will soon be taken by the Board to remedy these undesirable conditions.

KINDERGARTENS

The enrollment in kindergarten classes the past year reached an aggregate of 9,261. Owing to the fact that the legal age for entering the kindergarten is four years, and that no effort has been made in the past to restrict the number entering, but rather to encourage entrance at the legal age, our enrollment for several years has been by far the largest in proportion to population of any city in the United States, to wit, 9,261 out of a total enrollment of 55,947, for the year of this report.

Only two cities of the United States have a larger kindergarten enrollment, to wit, New York and Chicago. Thus:

New York	11,102	
Chicago	19,765	
Newark	8,456	(1908) 9,261 (1909)
Philadelphia	7,410	
Boston	7,253	

The foregoing figures were taken from the report of the United States Commissioner of Education for the year 1908 (last published report).

The effect of so large a kindergarten enrollment cannot be otherwise than beneficial to our school system. The general rule has been to keep children in the kindergarten until the age of six, unless it appeared that the child's maturity was such as to make it clearly desirable to promote him earlier into the first year grade.

In most cities having few, or no, kindergartens the practice prevails of admitting children into the grades at the age of five. When this is the case the child gets an earlier start

on his way through the grades and as a rule completes the grammar school course somewhat earlier—in the majority of cases a year earlier—than when permitted to enter at six.

Whether such early entrance into the grades is upon the whole a benefit to the average child is a question upon which there is much divergence of expert opinion. At a meeting of the New Jersey Medical Association, held a few weeks ago in Atlantic City, the opinion was generally expressed that it was a *serious mistake* from a physiological and hygienic standpoint to admit children into the schools (grades) before the age of *six* or, better, *seven*. Here is where the physician and the school master are greatly at odds. Realizing the fact that the children who begin earlier, say at the age of five, complete the elementary school course a year earlier than those entering at six and two years earlier than those entering at seven, the schoolmaster, in order that more pupils may get through, encourages an earlier start than the physician believes to be safe. The latter is not interested in the percentage of pupils who complete the grammar school course, but only in their health and physique. Is it not possible by more careful methods and greater watchfulness to conserve the child's health and physique while giving him the opportunity to avail himself of the more complete intellectual training which an early entrance into school puts within his reach?

The value of the kindergarten—physical, moral, social and intellectual—is a matter concerning which opinion differs; and I see no way of deciding it authoritatively except upon *a priori* premises. Much will depend of course upon the character, ideals, and efficiency of the particular kindergarten; much, also, upon the alternative to the kindergarten; that is, upon whether the kindergarten child would, if not attending the kindergarten, be in an environment less healthful and beneficial than that which the kindergarten affords.

I have raised the question of the utility of the kindergarten, not because I myself doubt its efficiency, but rather to show that there may be a divided opinion even among many who are ranked as foremost educators. It is due to this divided opinion that kindergartens have not been more generally encouraged abroad and in most other parts of our own

country. Since public opinion in our own city after more than a decade of successful trial is agreed on the utility of the kindergarten, our duty would seem to lie not in discouraging their growth but in perfecting their usefulness.

CLASSES COMPOSED OF MORE THAN ONE GRADE

The tendency in our schools for several years past has been to reduce the number of classes composed of two grades. At the beginning of the term principals, as a rule, have aimed to organize their schools so as to avoid putting two grades into the same class room. This has been a comparatively easy matter in the larger schools; but in the smaller schools, and especially in the upper grades, such organization has not been so easy because of the rule requiring classes below the eighth grade to be organized with not less than 40 pupils. To make up the number of pupils required for a class pupils are often promoted prematurely; so, also, others are held back who might, perhaps, be safely promoted. Although these enforced promotions and demotions are real evils, they are by no means so general nor so dangerous as others that grow naturally out of the *single grade* plan of organization; especially when this plan is not carefully watched and safeguarded by the teaching of pupils in smaller groups than an entire grade. Teaching *en masse* is considered easier by many teachers because it requires less study and preparation of lessons; renders program making simpler; calls for less actual teaching in the way of formal presentation of subject matter, etc. Teachers are frequently heard to say that the teaching of two grades *doubles* their required work. This in many instances is no doubt true; and this is the reason why the great majority of teachers prefer a class composed of one grade only. Since, however, the exigencies of school organization ordinarily require a few classes at least to be composed of two grades, in order to give each teacher a class of at least 40 pupils, it may be well to examine more specifically the reasons upon which the preference for a single grade to a class is based. These reasons are:

- 1st—The daily program is simpler and more readily carried out.

- 2nd—The teacher has more time at her disposal in and out of school to plan and prepare her work.
- 3rd—The number of recitations is smaller thereby conserving the teacher's health and strength.
- 4th—Such subjects as music, drawing, sewing, cooking, and manual training can be taught with less inconvenience and with greater economy of time and effort.

Granting that to some extent at least the foregoing claims are valid, the benefits of one grade to a class are largely if not altogether offset in many instances by certain disadvantages, as follows:

- 1st—The time of the class is likely to be given up largely to teaching, so called, that is, to presentation of subject matter by the teacher with too little time given to study by the pupils or to individual instruction by the teacher. The class comes to wait upon the teacher; independent study is depreciated. Having two grades in the class, on the contrary, compels the teacher to assign study periods to one grade while teaching the other.
- 2nd—The tendency of teaching one grade term after term is to narrow the outlook of the teacher. On the other hand, by requiring the teacher to cover the work of a year instead of a half year, her outlook is at least doubled. One of the main objections to a graded school system is that of its segmental as well as its fragmentary character. Thus arithmetic, language, grammar, etc., instead of being in the pupil's mind a complete and connected chain of ideas, is often a sort of mosaic made up of sixteen parts, fragments, or grades. If the teacher were equally versed and skillful in all grades from 1B to 8A (lowest to highest) it is reasonable to believe that her efficiency would be enormously greater than that of the teacher skilled in the work of a single grade only. Hence the requirement that a teacher shall work in at least two grades simultaneously is an advantage.
- 3rd—One of the serious disadvantages of the single grade organization is the difficulty attending the promotion of a bright pupil. With two grades in the same room a bright pupil may be given work in both until proficient enough to be promoted into the higher.

4th—The *one room one grade* plan is responsible furthermore for most of the evils denominated by the term first employed by Dr. Harris, to wit: the “lock step.” By this term is meant that pupils are classified rigorously, kept together rigorously, and advanced in a body. The slow pupil impedes the progress of the fast. The pace of the class is fixed by the pace of the slowest rather than by the pace of the fastest. Individuality is crushed out; monotony and mediocrity are the resultant.

Below is given a table by schools of the number of two-grade classes for the month of September, 1909:

Normal and Training	1	Elliot Street	7	Peshine Avenue	2
Abington Avenue	6	14th Avenue	4	Prospect Avenue	1
Alexander Street	3	Hamburg Place	4	Ridge Street	2
Ann Street	5	Hawkins Street	1	Seventh Avenue	1
Avon Avenue	5	Hawthorne Avenue	1	South Street	6
Belmont Avenue	1	James Street	2	S. 8th Street	3
Bergen Street	3	Lafayette Street	6	S. Market Street	4
Bruce Street	3	Lawrence Street	2	S. 16th Street	3
Burnet Street	3	Lincoln	5	S. 10th Street	1
Central Avenue	5	Livingston Street	1	Summer Avenue	2
Charlton Street	1	Miller Street	2	Summer Place	5
Chestnut Street	7	Newton Street	3	Sussex Avenue	5
College Place	1	N. 7th Street	4	13th Avenue	2
Eighteenth Avenue	1	Oliver Street	3	Walnut Street	4
Elizabeth Avenue	1	Park Avenue	2	Warren Street	2
Washington Street	5			Waverly Avenue	1

A close study of the progress and of the proficiency of two-grade classes compared with single grade classes convinces me that our schools would be benefited rather than injured by a more general adoption and use of the two grades in a room plan. The notion that it is much more difficult to teach two grades than one is largely imaginary, and will be quickly dispelled in most instances by a judicious trial. I have known teachers of two grades to so order their work as to have plenty of time for individual instruction without being appreciably hurried or overworked. It is all a question of the *careful ordering of one's time and effort*. To teach just enough, no more and no less; to see that the pupils themselves do their work rather than to wear oneself out in the foolish act of trying to do it for them; this is the secret of teaching successfully classes composed of two grades. I should be glad to see more rather than fewer classes organized on the two grades in a room plan.

UNIVERSITY EXTENSION CLASSES

As heretofore, classes for teachers were organized at the beginning of the school year in several departments of pro-

fessional study. Arrangements were made with Columbia University and with New York University, whereby courses taken in Newark were given full university credit, the same as if taken in New York City. The New York School of Art, also, was added to the number of institutions that have, heretofore, furnished university courses for teachers.

Below is given a list of the courses given in Newark as above, and the number of persons, mostly teachers, enrolled in each course:

General Methods	40
Political History	53
English	90
Kindergarten Stories	79
Composition and Applied Design....	66
Chemistry of Foods.....	18
Total number	346

The convenience, as well as excellence, of these courses has made them exceedingly popular among the teachers of Newark. Our proximity to New York City and to these great universities is no small factor in the possible development of our teaching corps. There is no reason why most, if not all, of our teachers who are not university graduates, should not share in a large measure the wealth of culture and of professional attainment which university study is expected to give. The fact that nearly one-fourth of our entire teaching corps registered in some one or more of these university courses during the year of this report, is a most hopeful augury for the future of the Newark schools.

THE PROBLEM OF MORAL TRAINING IN THE PUBLIC SCHOOLS

The problem of moral training in the public schools is not a new one. Despite the fact that all agree on the necessity for such training, there is little unanimity as to best ways and means. Shall such training be systematic and formal by means of regular lessons at stated hours; by means of text books, or without their use; by stated talks, lectures, or in general orally and without the use of text books or lesson sheets, etc.?

Shall the formal instruction as above outlined begin in

the kindergarten and continue through the high school? How much time shall be devoted to such instruction? These questions and many others suggest themselves.

The fact that school authorities cannot agree upon these and similar matters affecting the teaching of morals in the schools is undoubtedly the reason why in many schools moral instruction and training is not more effective. It is for the purpose of simplifying, if possible, some of the questions involved that I take up again the discussion of this question from my report for the year 1907, page 212.

To begin with, I wish to call attention to the recent report of the International Conference on Moral Training held in London, 1908. For many reasons, this Conference was the most important one ever held to consider the subject of moral training in the schools. The origin of the Conference briefly stated was as follows:

A little over two years ago several English gentlemen and one or two Americans met together in London to discuss what might be done by the schools in the way of moral instruction. All agreed on the vast importance of the problem and the need of immediate action, but they could not agree upon the best means. It was decided, therefore, to appoint an advisory council to consist of many of the highest authorities in school, church, and state, and to make a more extended inquiry. This led ultimately to the holding in London last fall of a great International Congress for the discussion of moral instruction and training in schools. A carefully prepared questionnaire was sent broadcast. Delegates were invited and were present from most civilized nations. The Congress was full of enthusiasm. It seemed dominated by a purpose scarcely less serious than that of the Peace Congress then sitting at The Hague.

Already we have the results of the Congress in a report consisting of two volumes prepared by the secretary of the executive council, Mr. M. E. Sadler, professor of history in the University of Manchester. The sixty or more essays contained in this report with the analytical and constructive summary prepared by Mr. Sadler as a preface, constitute a body of doctrine and practice of inestimable value to the teacher. It discusses from almost every conceivable stand-

point matters relating to the ideals, values, means, methods, and results of moral instruction and training in schools. Volume I is wholly given up to the United Kingdom. Volume II comprises the United States, France, Germany, Belgium, Denmark, Norway, Switzerland, Canada, New South Wales, West Australia, New Zealand, and Japan. The greatest interest will probably center at this time in the system of moral training employed in Japan. The Japanese system is unique and is said to be remarkably effective although not based upon religious sanctions, as in the case of most Christian countries. Although the French code is devoid of religious sanctions, yet the teaching in the schools cannot escape being influenced by the fact that so many teachers belong to religious communions, and because the children come from homes where religious teaching is not a stranger.

Upon the question of the necessity of religious sanctions for effective moral instruction, the opinion of the majority of those who took part in the Congress seemed to be that *all* moral sanctions whether *religious, utilitarian, civic, or patriotic* had a place in the school. Each should be used according as it best serves the purpose of the particular lesson.

There were some who claimed that moral instruction is unnecessary if *habits* of right doing are inculcated. The difficulty with the latter view, however, consists in this, namely, that there is no such thing as *general habit of moral conduct*. A boy, for instance, may bravely resist the temptation to lie, or cheat, or steal under a score of different provocations identical in nature or similar in kind to those with which he is familiar; but he may be caught entirely off his guard in another score of situations with which he is not *familiar*; and only because he does not *know* how to react under new conditions. Hence the necessity of systematic and thorough instruction.

Thus, says James, there are three parties to every moral tragedy, namely, the evil idea (motive), the individual consciousness, and the opposing moral idea. For illustration, suppose the idea of playing truant with its attendant pleas-

ures is present in consciousness; if not arrested, this idea must discharge itself in action. It will so discharge itself and the boy will play truant *unless* there comes into consciousness simultaneously some inhibiting idea, as, for instance, the shame or injury that such an act would entail—as loss of school standing, punishment by parent or teacher, or other undesirable consequences of truancy. *Ideas, therefore, by their presence or absence determine moral behavior.* “They are,” says Hume, “themselves the actors, the stage, the spectators, the play.” It follows, therefore, that moral instruction in schools is needed to *provide the minds of our pupils with appropriate moral ideas.* Character, itself, from the standpoint of the psychologist, consists in nothing else, says James, than the possession of “a well chosen stock of ideas reinforced by habits of appropriate reaction.” To win a moral battle, it is only necessary to hold the right moral idea long enough in the mind’s eye to enable it to exert its appropriate motor effect. As Prof. James says, “Our moral effort, which is all that is commonly connoted by will, consists in holding fast to the appropriate idea.” “To think,” he says, “is the secret of will just as it is the secret of memory.”

How simple, then, from this standpoint becomes the duty of the teacher of morals in our public schools! Three things only are involved: First, to furnish the pupils with a stock of suitable moral ideas to meet any emergency; second, to cultivate the power and habit of deliberation; third, to give much practice, or drill, until the habit of right and prompt decision is firmly established. But those acts, you say, are merely the ordinary processes of teaching. Yes, and for that reason they may be employed most effectively in the school room by the trained and experienced teacher of other subjects. If the process, then, is so simple, why are not the results of moral instruction and training in our schools more generally satisfactory? For the same reason that teaching in all other subjects is so often unsatisfactory, namely, because the *teaching itself* is inefficient. The ideas taught may be too *few* in number, or so poorly *selected* as not to meet most situations; or, the pupil’s power of attention has been insufficiently developed; or, not enough practice, or drill,

has been given to create an always reliable habit of appropriate reaction.

There are still other reasons of course why results are unsatisfactory. Too few of our teachers possess the necessary moral enthusiasm. Again, training in moral character is too generally neglected; or given, perhaps, in a careless and often lackadaisical manner. Occasions for effective moral instruction, in which our course of study and school practice abound, are not fully taken advantage of. Pupils are not drilled until moral habits become fixed. If character building were made one of the chief aims of school instruction—as, say, are spelling, reading, and mathematics—the results of such instruction would likely be just as satisfactory. Truth, honesty, courage, good manners, justice, prudence, fidelity, kindness, forbearance, co-operation, obedience, respect, affection—in fact, all the moral qualities that go to make up an ideal character, readily lend themselves to systematic and purposed school instruction.

As to methods of moral instruction, preaching in the school room is rarely or never justifiable. Every one knows that the average boy and girl dislikes preaching as such whether in the school room or out of it, especially on the part of his teacher.

Moral instruction should, as a rule, be impersonal, so far as members of the class are concerned. I have seen a class of pupils take a stand on the wrong side of a moral question merely because of its sympathy with a fellow pupil who was being made an example of. Neither are precepts of morality to be studied and memorized like pieces of poetry. Moral conduct, like a flower is to be studied objectively in its embryo, growth, blossoming, and useful fruitage. Inductive approach to a moral truth is as important, indeed more so, than is inductive approach to a principle in elementary arithmetic or in natural science. It is all important, too, that the teacher himself should have a clear moral vision and a “conscience sensitive to truth and to duty.” That unknown, intangible, radio-moral energy which we term sympathy creates the atmosphere in which morality best grows and thrives. Parents and others often undo the influence of the

moral teacher by careless talk and unwise action. College boys take pride in telling their pranks to their younger brothers. Parents speak of the follies of their younger days in the hearing of their children. "Every boy must sow his wild oats" is an epigram that has done more harm than ten thousand moral teachers can ever undo. Not all the preaching and teaching of a thousand homes, churches, and schools can offset the blighting influence of such baneful epigrams.

Moral instruction should be graded to suit different ages as we find it in the Japanese code. In the kindergarten and elementary grades, stress should be laid chiefly upon training to *habits* of moral behavior. So far as practicable teaching should be made objective. It should possess enough vitality and dramatic interest to easily engage the attention of pupils. In advanced grades an excellent practice is that of trying to analyze and account for character and motives. It is surprising, however, at how early an age pupils can analyze character and motives. And with what marvelous accuracy! Abstract terms, such as charity, friendship, lying, etc., should not be fully analyzed or authoritatively defined until after a great many individual cases have been carefully examined. The moral danger that attends the inculcation of a half truth is great; such half truth is the usual justification for business lying, social hypocrisy, and of immorality. Moral principles should be elucidated and inculcated until they have become to the pupil's mind as clear as crystal and as "finely cut as the diamond edge."

There are three topics which the public schools generally have not been permitted to touch upon: partisan politics, sectarian religion, and sex morality. The first has properly been left to the home and press; the second has likewise been properly left to the church and Sunday school; the third has been left almost exclusively to the home. I will not presume to say how well each of these agents has performed its allotted task. It is to be noticed, however, there has been for years a marked tendency to impose upon the schools new burdens of every kind, particularly those burdens which other social institutions have failed satisfactorily to perform. [See under heading Relations of the Public Schools to the Anti-Tuberculosis Campaign.] The people

have gone on wisely or unwisely enlarging the scope of state education while reducing *pro tanto* the power and influence of the family, church, and other social institutions.

MORAL AND CIVIC TRAINING IN EVENING SCHOOLS

For two years or more in our evening schools we have given instruction in civics to about twenty-five hundred pupils in adult foreign classes. These pupils range in ages from twenty to thirty years and upwards. They compose more than a score of nationalities, chiefly Italians, Russians, and Poles. The majority of these pupils are just learning to read the English language. A few have already received a good education in foreign schools; some few have been university students. Instruction has been given in English by special teachers able in most cases to speak the native language of their pupils. The foreign language has been employed by the instructor only for interpretation, when necessary; it has been found that pupils prefer the use of English. The purpose of the instruction has been to establish principles of moral and civic conduct rather than to give information about state and national constitutions, and administrative matters in general—matters about which any citizen who has learned to read may find out for himself. The methods employed have been so far as possible inductive. Moral and legal principles have not been taught until the instructor had secured from the pupils all the data of experience possible. Dogmatic teaching has been carefully avoided. The theory of conducting the lesson has been that of a *trial court* rather than that of a *class room lecture* or school recitation. When practicable a concrete case has been studied as a basis for analysis and discussion. The greatest freedom of debate has been permitted and encouraged. The following is a type of the lesson:

LESSON II. THE FAMILY

The family is the smallest social unit.

Basis of family relations—mutual love and sympathy, together with common interests.

The family is the most intimate, the most abiding, and the most important of the social groups; in fact, without the family as a basis, the larger groups, as the

tribe and nation, could not be successfully organized, and maintained.

The family is the school for awakening the spirit of obedience, love, self-sacrifice, and a proper ambition.

A good husband and father is always a good citizen.

The church as well as the state has always considered it a paramount duty to preserve the integrity of the home, etc.

In the discussion of such a topic as the foregoing the most remarkable differences of opinion have been discovered. These have varied from the strictest Oriental conception of family relations to the other extreme of absolute personal irresponsibility among the several members of the family. There has seemed to be in many cases a total lack of any guiding moral principle. After a topic had been discussed through several lessons and the touchstone of conscience had been applied to the various theories held, the truth has been made to emerge and has been formulated and stated by the instructor sometimes on the blackboard before the class. As a rule, the moral or civic principle has received the unanimous acceptance of the class. Their emotional relief has often been expressed by vigorous hand clapping and other expressions of approval, proving that the supreme test of moral teaching is the moral enthusiasm aroused.

MORAL AND VOCATIONAL TRAINING COMPARED

To add to existing burdens, there is now a widespread purpose to require the schools to undertake vocational training. Failing, as have the business and manufacturing interests of the country, to secure a sufficient supply of trained and competent workmen for the trades and industries, and foreseeing as a result disastrous consequences in the future, an appeal is being made to the schools for relief and protection.

But moral training, unlike vocational training, has always been allied with intellectual training, and has been an important aim in education. Character and intelligence cannot be disassociated except at great national peril. Is it not, therefore, an appropriate time when the school is being invaded from all quarters and pressed into teaching all sorts of utilitarian studies to insist that its highest function, that

of training character, shall not be lost sight of? It will be found profitable to train carpenters, machinists, bricklayers, and craftsmen of all kinds; but, if such training is allowed to preoccupy the minds of teachers to the extent of crowding moral instruction out of the curriculum, or of impairing its efficiency, a great mistake will be made for which the nation as well as the individual will ultimately suffer.

I am not surprised, therefore, that many friends of education have already taken alarm. The first result of this alarm appears in the International Congress, to which I have already alluded; also in the great interest taken by women's clubs throughout the country. It is to be hoped that this alarm will take form in a searching inquiry into the need of reformed methods of moral instruction and training and in arousing a widespread enthusiasm and zeal to secure better results than heretofore.

POPULARIZATION OF TEMPERANCE THROUGH SCHOOL INSTRUCTION

It is only a few years since the public schools were practically silent on the subject of intemperance and when little or no instruction was given concerning the use of tobacco and other narcotics. A few noble women appreciating the situation, sought to change it through local appeals. This method was found to be slow and unsatisfactory. It was found that no considerable progress could be made except through an appeal to legislatures to make temperance instruction mandatory. Witness the phenomenal success of this movement! Public opinion was worked up to a high pitch. One after another, nearly every state in the Union adopted the legislation proposed. That the result of this movement has been productive of good cannot be doubted. Whatever may be said to the contrary it must be admitted by all:

First, that it has raised the embargo of silence. It has unshackled the lips of teachers. They no longer fear the wrath of the interested saloonkeeper nor the attack by the parent who uses tobacco.

Second, it has popularized total abstinence. I can recall when among certain classes, it was an unusual act to refuse

to drink liquor with friends. "My doctor has commanded me not to drink" was the only excuse accepted. Non-alcoholic drinks were not generally to be found except at high class bars. Now mineral waters are kept everywhere, even in the smallest and meanest of saloons. I attribute this change in no small measure to the general *popularization of temperance* through school instruction.

TEACHING OF SEX MORALITY

The success of temperance instruction in schools leads me to think that the moral instruction now given in our schools could safely be extended to include many important topics of sex morality. I believe a mistake has been made in leaving to the parent all instruction of this nature. The fact is, as we all know, that few parents are properly qualified to give such instruction, and few ever attempt it. The boy and the girl during the period of adolescence, if not, indeed, in most cases sooner, get all their sex notions from the lips and acts of possibly vicious playmates or from careless and often corrupt adults with whom they are necessarily thrown more or less in contact. The fear that such instruction if appropriately given will react by suggestion and lead to consequences the opposite of those intended is to my mind a foolish one. We have no more reason to expect it than we have to expect that every boy will smoke cigarettes or get drunk because of our teaching the evils of the tobacco habit and of intemperance.

If such instruction were to be given in the schools certain things, however, would need to be guarded against. Thus, it would not do to have instruction of this kind given by all teachers, but only by those suitably qualified and possessing the necessary sympathy, delicacy, and tact. It would be best, it seems to me, to approach the subject from the standpoint of hygiene and not from the standpoint of the teacher of morals. This I conceive to be all important. The school physician, if a man and possessing the necessary qualifications, could safely talk to boys; or, if a woman physician, to girls. Instruction should be limited to the simplest hygienic matters such as care of body, cleanliness, exercise, food, sleep, clothing, dangers attending over-excitement of the

imagination in reading, in attending theatres, etc.; lessons on becoming behavior in presence of the other sex, modesty, propriety in public and private; in fact, nearly the whole content of appropriate sexual behavior—and this without exciting an impure thought and certainly without setting the current of emotional life in the wrong direction. As an antidote to the flagitious and highly exciting novels read by so many boys and girls and to the erotic plays so often witnessed, often in the presence of their parents, such instruction rightly given—*which means by competent physicians speaking with the authority of the family physician as well as the pupil's friend*—such instruction is abundantly needed.

RELATION OF THE PUBLIC SCHOOLS TO THE ANTI-TUBERCULOSIS MOVEMENT

When individual effort fails in a democracy, collective effort becomes necessary. Such collective effort may be voluntary, as in the case of the Newark Education Association in establishing kindergartens and playgrounds in this city several years ago; or obligatory, that is, required by law. As a rule voluntary effort precedes and paves the way for legal enactment. Such has been the history of the public schools, as shown by the introduction into school curricula of the kindergarten, playgrounds, manual training, medical inspection, cooking, sewing, and most other school activities that are now almost universal. The public first of all must be educated to recognize the new demand; and the surest and quickest way to educate the public is to show the new activity in actual operation. As an instance in point, I may cite the Fresh Air School for pre-tuberculous and tuberculous children, established in Providence in 1907. The following account of this experiment I quote from the Campaign Against Tuberculosis in the United States, compiled by Jacobs and published by the Russell Sage Foundation Charities Publication Committee:

“In the summer of 1907, Dr. Ellen A. Stone, of Providence, R. I., conducted a summer camp at her own home for weak and tuberculous children. The success of the experiment was so great that when it came time for school to open in the fall, Dr. Stone and others tried

to find some plan to enable these children to have the fresh-air treatment and still go to school. The subject was presented to the Superintendent of Schools and to the School Board, who finally decided to undertake the experiment.

"An old school house, out of use, was fitted up for the purpose; one side of the building was torn out, and large swinging windows were put in instead. The League for the Suppression of Tuberculosis supplied the mittens and "sitting out" bags, and agreed to superintend the work. The School Board installed an ordinary kitchen stove, which served the double purpose of heating the soapstones and also of cooking the soup for lunch time.

"The school opened January 27, 1908, with twenty-two pupils enrolled, all but two grades being represented. It was necessarily an ungraded school.

"To secure pupils, letters were sent to the parents of those children who were weak or affected, living in the near vicinity of the school. During the first three months in which the school was in operation not one of the pupils was out sick, nor did one of them have a severe cold, although the windows were not closed even in extreme cold weather. Frequent visits were made by the physician in charge, measurements taken of each pupil, and progress noted. With the coming of the warm weather the soup furnished by the School Board was discontinued and milk substituted in its stead."

In a similar manner the co-operation of the Boston School Board was secured. A fresh air school, started by a philanthropic association, was taken over by the Boston School Board in September, 1908. Several cities, it is said, are about to follow the example of Providence and of Boston and to inaugurate in their schools effective means for combating the ravages of tuberculosis. With a view, therefore, to the adoption of similar measures in our own city, I beg to call your attention to the following considerations:

(1) The two institutions that touch most closely the life of the child are the family and the school. If the family performed its whole duty in the nurture, training, protection and education of the child, the school as a separate institution might be unnecessary. But because the family through ignorance, indifference, or inability, cannot always be trusted with the sole education of the child, the State assumes that

function. By taking the child out of the parents' control for certain hours of the day the State becomes, in part, at least, responsible for the child's physical as well as moral and intellectual welfare. Hence, arises the duty of the State to provide suitable school sites, school buildings, school equipment, etc.

(2) But the responsibility of the State for the physical welfare of the child is not fully discharged when it makes provision merely for hygienic school surroundings; it must see that the child is in a proper condition to be taught and that he is taught in the most effective manner. To be effectively taught, the child must be healthy, well nourished, supplied with capable instructors, not subjected to mental overstrain, etc. Instruction, too, should deal with things most useful to the child as a future citizen. It should include not only the ability to read, write, cipher, etc., but how to take care of the health, how to co-operate effectively with others, and in general how to become a useful member of society. Keeping in mind, then, the true function of the school, what can it appropriately do to assist the community and State in the campaign against tuberculosis?

(3) It may safely be asserted that the school is the quickest and most effective means for disseminating among all classes of people information as to the nature of tuberculosis and the best means for its prevention and cure. Approximately 20 per cent. to 25 per cent. of our total population are enrolled in public and private schools. Besides, a fact of the utmost importance, the instruction given in the school is taken at its full face value by the children; what the "teacher says" is true, as most of us know by experience who have had children in school. In a large sense this implicit confidence in the teacher is to be commended. And what a splendid opportunity, therefore, has the school to impart really useful knowledge! To reach, therefore, most effectively, as well as most directly 20 per cent. to 25 per cent. of our total population we have only to secure the active co-operation of our teachers.

(4) Among adults the anti-tuberculosis campaign is bound to encounter almost insurmountable difficulties, especially if it attempts to isolate any but the most advanced

cases of tuberculosis. But children may be isolated without opposition. Parents, who would not hesitate an instant to violate state laws and city ordinances in regard to themselves will give heed to appeals made by their children. Natural affection is a motive that we must not lose sight of in framing compulsory enactments; in other words, we must get the children to work on our side when compulsory legislation will be less needed. Furthermore, education is chiefly effective because it looks mainly to the future; the instruction of one generation is the seed corn of the next.

(5) It may be objected that the school curriculum is already so overcrowded that no time is left to teach anything about tuberculosis; or that such instruction has no place in the schools. Now the fact cannot be overlooked that during the past twenty years the public school has become paternal and socialistic to a remarkable degree. The founders of the American common school would no more recognize their ideal in the public school of to-day than would old Peter Stuyvesant, if he were brought to life, recognize the Manhattan sky line. What with intellectual training in ten to twenty branches, with physical training demanding no inconsiderable share of our time, with moral and civic training equally insistent upon due recognition, with industrial training demanding admittance into the schools, with temperance training already receiving at least perfunctory consideration, with medical inspection insisting that the schools shall be turned over for a part of every day to the doctor and nurse, with the eye specialist, and the ear specialist, and the dental specialist each asking for a chance to repair—if not to make over the child entirely—is it surprising that the public in some instances should cry “Halt” when any new innovation is proposed?

In Ohio a law has been recently enacted, requiring every school in the state to give 30 minutes each month to teaching fire dangers, etc. Such legislation as this shows how the schools are being pressed into social service of almost every kind.

There are particularly strong reasons, it seems to me, why something at least concerning tuberculosis should be taught in the schools, thus:

(a) The study of hygiene is already a part of the school curriculum; hence little if any additional time will be required of the pupil, especially if instruction in topics of relatively less importance be omitted.

(b) The facts desirable to be taught concerning tuberculosis are few and lend themselves readily to distribution among the several grades. In the lower grades such directions may be taught, as "not to spit on the floor, or on the sidewalk;" "to breath always through the nostrils;" "to sleep at night with windows open." Such facts given with simple explanations are quite within the range of the very youngest children. Gradually and progressively more elaborate and scientific instruction may be given throughout all the elementary grades, even up to and including the high school.

OTHER MATTERS TO BE CONSIDERED IN THE CAMPAIGN
AGAINST TUBERCULOSIS

(1) *As to Selection of Sites and the Proper Orientation
of School Buildings.*

It is a shameful fact, but none the less true, that in most of our American cities until quite recently little or no attention has been given to the consideration of hygienic fitness in the selection of school sites. Economy of cost and convenience of access by pupils have been as a rule the only matters considered. The notion that sunlight—as well as pure air and abundant play space—has an immediate and necessary relation to school efficiency, has rarely been taken into account. One of the immediate effects, therefore, of the anti-tuberculosis campaign should be to open the eyes of most communities to the selection of appropriate school sites and to the proper location and orientation of school buildings. Sunshine is known to be one of the surest and deadliest foes of the *tubercle bacillus*; certainly it is the cheapest means to employ to combat tuberculosis, since it can be got at so small a relative cost. Few school boards or school architects, however, take the question of sunlight into consideration in placing a building on the site selected. On the contrary, everybody seems to stick tenaciously to the traditional oblong type of school building and to be willing to place it so that at least one-half of the building will never get a ray of direct sunshine. Types of school architecture may be devised, I

am sure, which, whatever the shape of the lot, will admit sunshine into almost every room for a part at least of each day. The correct principles of orientation of school buildings have yet to be studied and described.

(2) *As to Construction of School Buildings, including Lighting, Heating, and Ventilating.*

During the last few years great progress has been made in schoolhouse construction. In several states sanitary regulations as to space, heat, and light have been established by law. Much more remains, however, to be done. Problems of lighting, heating, ventilating, cleaning, airing, dusting, and disinfecting are still in most instances far from being satisfactorily solved. Take, for instance, one problem, namely, that of artificial ventilation. I have yet to learn of very many school buildings where perfect, or indeed approximately perfect results have been secured—considered, of course, from the standpoint of the hygienist, and not from that of the architect or engineer responsible for installing an imperfect system. There are to my own knowledge scattered throughout the country numerous school buildings in which useless artificial heating and ventilating apparatus has been installed at enormous cost—apparatus indeed that is worse than useless, since it compels school children to breathe noxious and fetid air, when only a closed window separates them from God's pure atmosphere. Why? In such cases it is generally forbidden to open the windows through fear of "queering" the apparatus. Talk of juggernauts, there never was a more hideous juggernaut than that of a worthless system of artificial school ventilation! The fact is that heating and artificial ventilation are far from being a science.

Last year one of our high school teachers inspected several of the great technical and engineering schools of France, Germany, Holland, and England. Among the schools visited was the technical school at Charlottenburg, near Berlin, which has the reputation of being one of the foremost schools of architects and engineers in all Germany, if not in all Europe. Upon inquiry he found that a whole group of rooms in the very building in which the professors gave their

engineering instruction had been cut out from the general heating and ventilating system. Inquiring why this was done, he was told that the ventilating system "didn't work." If such a thing can happen under the eyes of the professors themselves in one of the foremost architectural and engineering schools of Europe, what may we expect from inexperienced and poorly trained American heating and ventilating engineers to whom boards of education so often entrust this delicate and scientific work. I regard it therefore as extremely fortunate that our Board of Education decided a year ago to employ a skilled heating and ventilating engineer, Mr. George W. Knight, that no mistakes might be made in the future in the heating and ventilating of new school buildings in this city.

(3) *As to Cleanliness of School Buildings.*

The school building is necessarily a great germ distributor owing to its large number of daily occupants and their necessarily close contact. It may, however, be made relatively free from germs of contagious disease by exercising proper care in two directions:

- (1) By more careful medical inspection of pupils.
- (2) By so thoroughly airing, dusting, disinfecting, and cleaning the school building as to keep it constantly free from disease-breeding germs.

No city that I know of requires the floors, windows, walls, etc., to be washed and cleaned as often as they should be. Why should not a school building be kept as clean as a hospital? It is not impossible; it means, however, much additional cost for janitor service; it means, too, more intelligent and conscientious janitors in many cases; it means, also, more careful medical oversight. To overcome the dust nuisance, the vacuum process should be more widely introduced. There would then be less excuse for neglect of duty on the part of janitors, who could dust and clean all day, if necessary, even while school is in session.

(4) *As to Overstrain Due to Course of Study, Methods of Teaching and School Management.*

Since some pupils are predisposed to tuberculous disease,

teachers, school officers and others cannot be too well informed as to the pathology and treatment in such cases. Pupils predisposed to tuberculosis in any of its forms should be relieved from all unnecessary strain, arising from studies, discipline, or otherwise. Since fresh air and exercise are so important in the treatment of tuberculosis, the general abandonment in cities of the old-fashioned recess is to be deplored.

(5) *As to Teachers.*

School prophylaxis should be one of the regular subjects taught in every normal school. No student should be graduated from a normal school who has not been most thoroughly instructed in this important branch. This training should include, also, such a practical knowledge of simple therapeutics as will enable the teacher to diagnose the unhygienic conditions of a school room as well as to provide, when possible, the necessary relief. Such matters as the appropriate lighting, heating, and ventilating of a class room; how to manipulate window shades or artificial devices for regulating heat and ventilation—these and other matters of a similar sort that few teachers now understand, should all be thoroughly taught in the normal school and teachers' college.

As to the employment of teachers suspected of tuberculosis, the Jersey City rule is a good one, namely:

"No teacher shall be permitted to continue his or her work in the class room who has tuberculosis. If any teacher is suspected of having tuberculosis, he or she must submit to an examination by a physician to be designated by the Board of Education or the Committee on Teachers. Such physician shall employ all modern methods of diagnosis, including a bacteriological examination, and shall report his conclusions to this Board."

(6) *As to Special Classes for Children Disposed to Tuberculosis.*

I have already called attention to what has been done in the city of Providence toward segregating children in a partial out-of-doors environment. This mode is feasible every-

where at comparatively slight cost. Instead, however, of segregating children altogether from their friends and associates, it may be thought desirable in certain instances to construct and equip annexes on the same school plot; or to equip one or more rooms in the same building, preferably on the top floor or roof for open air classes. Not only tuberculous children, but all those whose health would be benefited by living in the open air may be similarly housed and taught. The adoption of this idea would lead naturally to equipping rooms in a similar manner for pupils in *normal health*. Thus by progressive steps we should arrive at the antipodes of the *bottled up*, artificially heated and ventilated class room.

In Germany and in other European countries the establishment of out-of-doors classes for tuberculous children has proved to be a success. At Charlottenburg, near Berlin, and, in fact, throughout the greater part of Germany such out-of-doors classes are quite common. The Charlottenburg open air school is located in the *Grünwald* just outside the city of Berlin. It is a pine forest of five acres. The buildings consist of two one-story pavilions each containing two or three class rooms and several small apartments; also an administration pavilion with accommodations for a trained nurse who is in charge. There are sleeping cots for the caretakers. There are two open verandas, *liegehallen*, where the children sleep for two hours at noon, and where they may stay at other times when the weather is inclement. These verandas are sometimes used, also, for classrooms. This school accommodates about two hundred and forty pupils who are recommended by the medical inspectors. The school is divided into twelve classes of about twenty pupils each, and is taught by a staff of nine teachers, six male and three female. The school is in charge of a trained nurse and is always under close medical supervision. The nursing and treating of the children is supported by a patriotic and charitable association of German women.

The lesson work occupies twenty-five minutes with intervals of five or ten minutes between. The number of lessons per week varies from twenty-four to thirty-two, according to age of children. The school is open for nine months,

from April to the middle of December. Children reach the school by foot or by tram cars. Cheap tickets are issued. School begins at 7.45 a. m. and lasts until 7.30 p. m. in the summer and until 7 p. m. in the winter.

In London, England, a few years ago the County Council opened three open-air schools similar to the Charlottenburg school. Each of these London schools contains above seventy pupils selected by the Council's medical officers from among the schools in the nearby districts. Classes are not expected to exceed twenty-five children. Hours are from 9 a. m. to 7 p. m. Children receive three meals a day. The success of these schools is said to be highly satisfactory. Not less than 25 per cent. have been permanently cured and 45 per cent. greatly improved. The educational results have been even more remarkable.

From the standpoint of school administration the most notable feature of the open-air schools described above is their comparative cheapness. As a matter of fact, it would cost less to house and teach these children in the open air than to provide suitable accommodations in our ordinary artificially heated and ventilated school buildings. The possibilities that are opened up by these open-air schools are of vital importance to large numbers of children. The school board of the city of Boston is said to be considering seriously the question of providing in each new school building at least one room for open-air accommodation of pupils predisposed to tuberculosis. The question is one of such great present interest that I recommend it to the Board's early and careful consideration.

FREE PUBLIC LECTURES

Free public lectures were given during the fall and winter months at fifteen centres. The whole number of lectures given was 271. The aggregate attendance upon these lectures was 101,328, or an average of 373 auditors at each lecture. The largest average attendance appears to have been at the Belmont Avenue Centre, to wit, 783 during the first course; and at the South Eighth Street centre, to wit, 525 during the second course. The Elliot Street centre had the second largest attendance, to wit, 675 during the first

course, and Hamburg Place, to wit, 488 during the second course.

The number of lectures, aggregate attendance and average attendance at all the centres is given in the Appendix.

The value to the community of these free lectures cannot be estimated justly by figures alone. Thus it will be observed that the smallest attendance was at the Free Public Library, one of the most central, as well as one of the most convenient and attractive centres. The reason for the small attendance at the Free Public Library, therefore, will need to be accounted for upon some other hypothesis, as for instance the nature of the lectures given which were upon scientific topics. Experience has shown that lectures upon subjects of popular interest draw larger audiences than do lectures upon science, literature, education, the fine arts, etc. Illustrated lectures as a rule draw larger audiences than do lectures that are not illustrated. In general, lectures, like books, are popular in the ratio of their adaptation to the lighter and less serious interests of life. As a rule people do not attend lectures to be instructed so much as to be amused and entertained. The moral philosopher, however, is by no means disheartened because he sees clearly that the path to higher conceptions of life and duty lies along the well trod road of congenial experience. Nor need we take it to heart that popular taste for amusements is no higher.

Civilization has moved forward a long distance since the days when only the Roman circus with its cruelty and barbarity could attract and satisfy the multitude. Doubtless, a prize fight even to-day would draw together a larger audience than a popular lecture whatever the theme or however distinguished the lecturer. Obviously, then, it is no easy task in making up courses of lectures to strike a balance between lectures that *draw* but do not *instruct* and those that *instruct* but do not *draw*. The history of the growth and development of the public library movement shows how difficult it is to change the taste or reading habit of any considerable portion of a community. The per cent. of habitual novel readers vastly exceeds the per cent. of those who read scientific books or books upon serious subjects.

There is another aspect of the subject, a physiological as

well as social aspect, which finds great good in mere amusement and entertainment that is simple and pure. Such is the storm and stress of existence, the case of us all that what we need after a hard day's work is not *more* work, but *relief* from work—that is, distraction, entertainment of some kind, nervous and mental relaxation. Because of this altogether natural as well as universal feeling men of all nations in all ages have varied work with recreation or sport of some kind. In our educational provisions we are beginning to recognize the value of play. The time is coming, I have no doubt of it, when ample provision will be made at public cost to afford amusement as well as entertainment and instruction to the masses. In some of the European states, particularly in Germany, so numerous and cheap have become the places of amusement, including museums, theaters, operas, etc., that *all* the people may enjoy much of the best products of modern civilization.

The free public lectures are at best, therefore, a step only in the direction of social betterment along intellectual lines. This step is being taken by us cautiously and tentatively because it is believed that the public is hardly ready to incur the cost of larger and more attractive things. I foresee, however, that gradually as taste becomes whetted and appetite less easily satisfied it will be necessary to provide better lectures and lecturers; probably to provide concerts, if not operas; possibly children's theaters and later, perhaps, theaters for adults. Libraries, museums, summer band concerts, playgrounds, public baths, free clinics, school roof gardens, folk dancing, athletic fields, social centres—these all point in one and the same direction, namely, toward the employment of that greatest of all social institutions, to wit, the state in its capacity of government to secure that which all men need and despair of getting otherwise, namely, the pleasures and benefits of modern civilization.

It is not my purpose to urge the enlargement at this time of the field of activity covered by the present free public lectures; but merely to point out and if possible to emphasize some of its social as well as philosophical aspects; to explain, also, why lectures are *as well*, but *no better*, attended than

they are; to indicate how, if it were believed desirable, their popularity could be vastly increased.

I am aware, moreover, that there is a disposition on the part of a few who see more clearly the philosophical grounds and trend of free lectures, to move forward even more cautiously than heretofore. For my own part, I do not fear State socialism along the gradual and conservative lines it has developed in connection with the educational systems of our several states and cities. So long as these social changes are effected by the practically unanimous consent of all the people and are justified by experience, I see nothing to fear except a sudden, if only temporary, revulsion of opinion. This will come it seems to me, only through too rapid innovations or through bad administration on the part of those responsible for carrying out the people's wishes and demands.

I would not recommend, therefore, at this time any considerable enlargement of the number of centres or of the number of lectures to be given at any one centre. The attention of the Board had better be directed toward improving the free lecture system as we have it until its possibilities are exhausted.

The free lectures for the past year have been ably conducted as heretofore by Mr. Arthur G. Balcom, Principal of Franklin School and Supervisor of Evening Schools and Lectures.

RETROSPECT

In concluding this report, I desire to congratulate the Board upon its achievements during the less than two years it has had charge and control of the schools of the city of Newark. During this short period several reforms of the most important and far-reaching character have been effected. These reforms have been:

1. The appointment of a school board architect, Mr. Ernest F. Guilbert, to bring order out of chaos in respect to school house construction. The near completion of three important buildings designed by Mr. Guilbert, namely, the Lafayette Street building, the Morton Street building, and the Barringer High School Gymnasium—besides other less

important constructions—affords ample proof of the wisdom of the Board in inaugurating this much-needed reform.

2. The appointment of a school board engineer, Mr. George W. Knight, to plan and supervise the heating and ventilating systems of new school buildings, will give us almost for the first time school buildings that may rightly be claimed as absolutely up-to-date, from a sanitary as well as engineering standpoint. Considering the enormous sums of money that have heretofore been practically wasted because of no competent and responsible engineer who could give his whole time to the installation and supervision of up-to-date heating and ventilating apparatus, the appointment of Mr. Knight marks a great forward step.

3. The reorganization of the medical inspection department with the appointment of Dr. George J. Holmes as supervisor, and the subsequent development and enlargement of its possible efficiency by the adoption of more stringent rules for the government of medical inspectors, marks another great advance. The recent appointment of a corps of nurses to follow up and to make effective the work of the medical inspectors is already productive of valuable results.

4. The more recent reorganization of the attendance department whereby this important branch of the school service is brought wholly under the control of the Board; the selection by civil service examination of twelve new attendance officers, four of whom are women; the adoption of new rules for the more efficient working of the department—these are all innovations that mark a new era in the administration of a peculiarly difficult branch of the school service.

5. The decision reached by the Board after careful deliberation, to erect a high school to accommodate pupils residing on the east side of the city, the prompt completion of the plans and award of the contracts, are matters of great educational importance.

6. The purchase of an athletic field in the Roseville section of the city and the favor shown toward the extension of physical education by equipping numerous playgrounds and gymnasiums mark still another education advance.

7. The erection of a gymnasium for the Barringer High

School and the fitting up and equipping of a suitable kitchen and dining rooms for students of that institution will add greatly to its future efficiency.

8. Lastly, but by no means least, the extraordinary and untiring devotion given to the study of school conditions and needs—even to their minutest details—and the evident purpose and willingness to sacrifice selfish and professional interests as well as personal comfort to the public welfare and the best interests of the children in the schools, are matters in which every citizen of Newark is deeply concerned.

Viewing the public school situation from the standpoint of its executive officer and hence from the standpoint of one who is acquainted with the spirit as well as with the aims and ideals of the teaching and supervising corps, I can see nothing that tends to impair the steady progress of the schools—but only prosperity and hope in their future.

Respectfully submitted,

ADDISON B. POLAND,
City Superintendent of Schools

Newark, October 28, 1909.

OBITUARY

Esther M. Hastings, Seventh Avenue School.

Graduate North Tonawanda, N. Y., High School, class of 1895.

Graduate Buffalo, N. Y., Normal School, class of 1898.
Licensed, April 27, 1907.

Appointed in Seventh Avenue School, June 1, 1907.

Died, November 30, 1908.

Sarah N. Branum, Retired.

Graduate Newark Normal School, class of 1878.

Taught in schools of Bergen County, N. J., from Oct. 1, 1871, to Sept., 1881.

Appointed in Chestnut Street School, January 2, 1882.

Transferred to position of first assistant, Sept. 1, 1884.

Transferred to South Eighth Street School, Sept. 1, 1899.

Retired, February 1, 1908.

Died, February 1, 1909.

Carrie C. Hutchings, Retired.

Graduate Newark High School, class of 1865.

Graduate Newark Normal School, class of 1866.

Appointed in Wickliffe Street School, March 1, 1869.

Transferred to Oliver Street School, September 1, 1869.

Transferred to Walnut Street School, April 17, 1882.

Retired, February 1, 1909.

Died, March 5, 1909.

Susie Steele, Retired.

Graduate Newark High School, class of 1869.

Graduate Newark Normal School, class of 1870.

Appointed in Oliver Street School, January 1, 1870.

Transferred to position of Grammar Vice Principal, Sept. 2, 1878.

Retired, September 1, 1906.

Died, May 22, 1909.

Lillian L. Price, Normal and Training School.

Graduate Newark High School, class of 1883.

Graduate Newark Normal School, class of 1885.

Appointed in Morton Street School, Sept. 1, 1885.

Transferred to Normal and Training School, Sept. 1, 1898.

Transferred to position of General Assistant, April 1, 1901.

Died, November 9, 1909.

At a meeting of the Board of Education held November 24, 1909, the following minute was adopted:

Miss Lillian L. Price, a graduate of the Newark Normal and Training school, was appointed teacher in the Morton Street school September 1st, 1885, where she remained until September 1st, 1898, when she was transferred to the Normal and Training school as model and critic teacher. April 1st, 1901, she was made general assistant in the Normal and Training school, a position which she held at the time of her death.

Miss Price was a teacher of rare natural gifts; she united a genial and sympathetic disposition with an unusual fondness for service to others. She possessed considerable literary and artistic talent which she devoted mainly to the service of her friends. She wrote numerous children's stories which were published in the leading magazines and was the author of several supplementary reading books for school use. It was, however, as a teacher, companion, and friend of the young, and especially of pupils in the Normal and Training School that she reached the fullest exercise of her powers. Her buoyant disposition, strong personality, and radiant hope were impressed upon every pupil teacher in the Normal and Training school. For a year or more she remained at her post of duty without complaint, suffering greatly by reason of the serious nature of her illness. Her sweet spirit as well as undaunted courage remained with her until the end came. She will be mourned by a large number of friends and pupils to whose happiness and success she has largely ministered.

RESOLVED, That the Board of Education enter this minute on its records and transmit a copy to the bereaved family as an expression of the Board's sympathy and as a memorial of its appreciation and respect.

REPORT OF THE SUPERVISOR OF ATTENDANCE

To the Board of Education:

GENTLEMEN :—The increase in the per cent. of attendance during the school year 1908-1909 over the preceding year was five-tenths of one per cent. The per cent. of attendance in the school year 1907-1908 was 93.3, while the per cent. this year was 93.8. This is the highest per cent. of attendance which has ever been attained in the public schools of this city for an entire school year. I submit below a table showing increase in the total per cent. of attendance in all of the schools during the nine years since the organization of the attendance department:

1901.....	87.8
1902.....	90.6
1903.....	91.5
1904.....	92
1905.....	92.1
1906.....	92.9
1907.....	93
1908.....	93.3
1909.....	93.8

This increase in the per cent. of attendance shows a gradual realization on the part of parents of the great importance of causing their children to attend school as regularly as may be possible.

It has been the aim of the attendance department since its inception to wage a campaign of education rather than one of prosecution in endeavoring to enforce the compulsory education law.

Cases of truancy, *i. e.*, children who remain away from school without the consent or against the wishes of their parents, form but a small percentage of the number of children who absent themselves from school and are the easiest cases with which the attendance department is compelled to deal. The more difficult cases to adjust are those of careless, indifferent, neglectful or greedy parents who allow their children to remain away from school upon the slightest pretext or who demand that their children be allowed to work in order that they may profit through their meagre earnings. Each of such parents thinks that his reason for

keeping his children away from school is a perfectly proper and valid one and as a rule bitterly resents any attempt on the part of the attendance department to secure their regular attendance. Each individual case presents some new distinctive phase and must be treated by the department in the manner best adapted to it. It is most gratifying to find that great numbers of children have been returned to school and have been kept in regular attendance by the attendance department without being compelled to resort to legal prosecution in the courts.

In order to furnish an idea of how small a percentage of parents against whom the attendance department has been compelled to lodge formal complaints in the police courts during the past year, I give the following statistics: During the school year ending July 2nd, 1909, sixteen thousand and sixty-seven (16,067) cases of children who were either absentees, truants, or non-attendants at school, were given to the attendance department for investigation. Of this number fourteen thousand six hundred and thirty-one (14,631) were returned to school and attended regularly thereafter. In accomplishing this result it was found necessary by the department to serve one thousand eight hundred and fifty-nine (1,859) legal notices, while but nine hundred and fifty-nine (959) parents were summoned to the police court for a warning by the Police Magistrate and only forty-eight (48) parents were arrested on formal complaint and were convicted and fined.

During the last session of the Legislature the compulsory education law was amended by a provision which enables the Board of Education of each school district of the state to issue certificates of exemption from the provisions of the law whenever it is proven to their satisfaction that it is necessary for a child above the age of fourteen years to be employed in some occupation or service. This amendment was doubtless intended to give relief in cases of extreme need or poverty, but it does not meet all of the objections to the law. There are many children who are fifteen and sixteen years of age who have not completed the grammar school course whose parents might by means of a mighty

struggle keep their children in school until they reach the age of seventeen years, but it would in many cases be at the expense of the health of the child itself or of the younger members of the family through lack of proper food or insufficient clothing. It seems that if the state demands that all children should be compelled to complete the grammar school course prescribed for the public schools of this state (which is doubtless the real object of the law) it would be far better to grant scholarships to children whose wages are actually necessary for the support of the family than to attempt to enforce a law which seemingly allows of such a wide range of reasons for exemption from its own provisions. A law which would be strictly and uniformly enforced in all parts of the state and which would allow children over the age of fourteen or even fifteen years of age to complete their education in the evening schools would be infinitely better than the present law which will doubtless be enforced differently in each school district of the state.

This department has met with encouraging success during this year in breaking up the habit of children of school age of attending cheap theatres and moving picture shows during school hours. This has been accomplished mainly through notifying the proprietors of such places that under a decision of the Supreme Court they are liable to prosecution and that they will be prosecuted as the proprietors of disorderly places if they harbor children in their places of amusement who are truants from school. A law is sadly needed which will keep school children out of these places at all times since they offer a great temptation to children who are not able to gain admittance in any other way, to resort to crime in order to obtain the money with which they may attend these shows. In a great percentage of cases of children who are arraigned in the juvenile courts for petty pilfering, in answer to the question, "What did you do with the money received as a result of the theft?" the child replies, "I spent it for a ticket to the show."

During this year, as in past years, a number of cases of exceptional or mentally deficient children have been brought to the notice of this department, and I would respectfully renew my suggestion that some provision be made for their

proper education and training outside of the regular graded public school.

One hundred and twenty-one (121) boys were recommended by principals for transfer to ungraded schools during this year. Ninety-one (91) of these boys were so transferred; fifteen (15) were transferred to other schools or continued on probation at their proper schools; three (3) were committed to the Newark City Home, and two (2) were withdrawn by their parents from the public school and placed in parochial or private schools.

It may be seen from the fact that ninety-one (91) boys were transferred to the ungraded schools which have a total of but sixty (60) seats that a number of boys have shown reformation and have been transferred from these schools back to graded classes. Forty-seven (47) boys were so transferred and only one (1) was returned to an ungraded school for further treatment. The fact that so large a number of boys who are transferred to these schools soon learn the lesson of obedience and proper respect for the rules of the class room, shows the great importance of these schools in a large system. A much greater amount of real good can doubtless be accomplished through these schools when the new buildings which are planned for them are erected and they are properly equipped.

I give below a summary of the work of the department during the past school year:

Whole number of children reported to attendance department:

Truants reported by principals of public schools....	2,423
Absentees reported by principals of public schools....	11,855
Non-attendants reported by principals of public schools	1,162
Truants, etc., reported by principals of other schools	513
Truants, etc., reported by police.....	8
Truants, etc., reported through other sources.....	106

Total 16,067

Whole number of visits to schools:

Visits to public schools.....	7,859
Visits to other schools.....	870

Total 8,729

Whole number of visits to home:

On account of truancy.....	2,352
On account of absence.....	16,018
On account of non-attendance.....	1,367
Number of children found on the street and taken home	810
Total	20,547

Whole number of children returned to school:

Truants returned to public school.....	2,245
Absentees returned to public school.....	10,404
Non-attendants placed in school.....	569
Truants, etc., returned to other schools.....	589
Children found on the street and taken to school.....	824
Total	14,631

Number of transfer cards investigated.....	4,974
Number of permits and badges issued to newsboys...	326
Number of legal notices served.....	1,859
Number of parents summoned to police court.....	959
Number of parents prosecuted and convicted.....	48
Number of boys recommended for transfer to ungraded schools	121
Number of boys transferred to ungraded schools....	91
Number of boys recommended for commitment to City Home	36
Number of boys recommended for commitment to State Home for Boys.....	6
Number of girls recommended for commitment to State Home for Girls.....	2
Number of boys sent to State Home for Epileptics...	3
Number of boys sent to State Home for Feeble-Minded Boys and Girls.....	1
Number of girls sent to State Home for Feeble-Minded Women and Girls.....	1

It has been necessary to arrest ten boys for violation of the newsboy ordinance during the year, eight of these were placed on probation to report to the Supervisor of Attendance each week and two were committed to the Newark City Home. The enforcement of this ordinance has been left entirely to the attendance department throughout the year. Although I know that several general orders to enforce this ordinance have been sent by the Chief of Police to the officers

of the police department but one arrest has been made by the police department for violation of it. I feel that a little more co-operation on the part of the police in enforcing this important city law would result in much good to the news-boys as well as to the public in general.

In conclusion I desire to express my gratitude to the Board of Education and to the City Superintendent for their hearty support during the entire year.

Respectfully submitted,

CHARLES A. MAC CALL,
Supervisor of Attendance.

Newark, October 28, 1909.

REPORT OF THE SUPERVISOR OF MEDICAL INSPECTION

To the Board of Education:

GENTLEMEN:—Embodied in this report will be found a statistical report for the five months previous to the reorganization of the department, as compared with the five months just past. The force of medical inspectors numbers the same, but since the reorganization you will see, by referring to the table, that the number of pupils examined is nearly double. The number of pupils excluded has also increased, but in spite of this it is about 1 per cent. less than during the five months preceding the reorganization. This shows a more careful inspection, with a saving to the city in attendance. One would think that with the increased number of causes for exclusion added to the list, with the increased care accompanying a reorganization, that the exclusions would be correspondingly increased.

Up to this present school term an exclusion by a medical inspector meant an indefinite absence of the child, and resulted in a great loss of time and money. By means of the nurse visiting the home and treating cases in the school I confidently expect to shorten the time of absence and reduce the number of exclusions.

No comparison can be made in regard to the number of physical examinations, for this work did not begin until after the reorganization. Something less than 5,000 were made in five months. At this rate 10,000 would be performed a year. This is practically one-fifth the total number of pupils enrolled. The state law requiring that each and every pupil shall be examined physically every year is not being complied with and is an impossibility with the present force. As a result of these 4,582 physical examinations it was found that about 53 per cent. of the pupils suffered with some defect.

TABLE OF PHYSICAL DEFECTS

Adenoids	241	Hip Disease.....	1
Cardiac Disease.....	41	Imped. Speech.....	22
Chorea	5	Mentality	29
Deaf and Dumb.....	1	Nutrition	24
Nasal Breathing.....	22	Pulmonary Disease.....	5
Deformed Chest.....	2	Spinal	5
Deformed Palate.....	9	Teeth	392
Enlarged Glands.....	46	Tonsil	206
Goitre	2	Vision	576
Hearing	64		

The interesting fact disclosed by above table is that where one defect is found in a child it is usually accompanied by others, for example, poor nutrition goes hand in hand with adenoids, enlarged tonsils, defective nasal breathing, defective mentality.

A large proportion of these defects are removable. There have been a number of cases of eye defects brought to my notice in which the examination has shown a need of glasses, but the parents are too poor to obtain them. This fact has been investigated by the nurse and found to be true. It does seem that it is within the jurisdiction of the Board of Education to place in the hands of the Supervisor of Medical Inspection a small sum of money for use in obtaining glasses for such cases. Should this be impossible, an arrangement could be made with opticians to furnish glasses at a 50 per cent. reduction.

In order to derive the greatest benefit for the pupils, as a result of the physical examination, I wish to recommend the employment of a specialist to examine and treat at his office the diseases and defects of the eye, ear, nose and throat of such children as investigation by the nurse and inspector proves that they are too poor to pay for treatment. This method would prove more satisfactory than the present one of referring promiscuously to public clinics, for the reason that accurate records could be kept and definite knowledge could be had as to whether a given child had received the examination and treatment necessary. The average clinic, I find, has no time to indicate on the slip sent with the child what treatment is advised and has no interest in such records.

Another method of dealing with this question of the examination and treatment of eye, ear, nose, throat, and, in fact, of all diseases affecting children too poor to pay for treatment, would be to conduct a school clinic as a branch of the present Medical Inspection Department, under the supervision of the Supervisor of Medical Inspection and his assistants, both physicians and nurses. The advantages of such a method would be the better supervision and increase in the percentage of results; no child to be treated at said clinic until examined at the school by physician, and until the nurse has visited the home to establish the facts as to ability of parent to pay.

There are a great many poorly lighted class rooms throughout the schools of the city. This is a condition to be regretted and such rooms should be remodeled or the use of them stopped.

A class room receiving too little light, or fresh air, or that is damp, is no place for children at the growing age to spend five hours a day. Their eyes are in continual use at close range; and forty or fifty children are breathing air which contains too little oxygen. Perhaps there would be fewer backward children if there were fewer defective class rooms. These defective class rooms, because of poor light, are the ones where, on dark days, gas is burned, which again uses up the oxygen in the air. At a time when an educational campaign is being carried on through various agencies, to instill in the people these essentials of right living, including the proper ventilation, lighting and cleaning of a room, it does not seem consistent for a city to compel parents to send their children to a room fitted up in a cellar or in any part of a building which has poor light, foul air, or which is dirty or contains too many pupils for its size.

THE DANGER OF DRY SWEEPING

One word in regard to the cleaning of school rooms and buildings. I have been in buildings at the close of school when the janitor was sweeping, where I could not see because of the dust in the air, and where it was difficult to breathe. On several occasions the doctor has discovered in a school cases of scarlet fever with the skin peeling off the

body, a most dangerous period for contagion. Such cases have been excluded immediately, the class removed from the room and the room closed for fumigation. On the arrival of the sanitary inspector at such a school at 3 p. m. the same day, he has reported that he found the room of the contagion open and the janitor dry sweeping, sending the disease-laden dust out through the halls into other parts of the building. It is no wonder that the records of the Health Board show a marked increase in the number of contagious diseases as soon as the schools open in the fall. I recommend, therefore, that the practice of dry sweeping public school buildings be discontinued and that janitors be supplied with a floor compound and requested to use same when sweeping.

Investigation of the toilets in the schools by the sanitary inspector shows in almost every case where principals and teachers complain of odor from a given toilet, that it is due to the windows not having been kept open or to the room not being flushed as often as it should be.

What is the cure for these complaints that can be traced directly to neglect on the part of janitors to perform their duties as prescribed by the Board of Education? From the health standpoint I am convinced that the only way is to have some one with authority who understands the duties of a janitor supervise their work and report any neglect on their part.

HABIT OR OCCUPATION SCOLIOSIS

Scoliosis comprises a large proportion of the cases of curvature of the spine. On account of the relative plasticity of bone and periods of rapid growth, accompanied by lax muscular tone, children are especially subject to deformities of attitude and liable to acquire habit scoliosis. Improper school furniture favors faulty attitudes, and, in turn, scoliosis. A visit to almost any school in the city will disclose a great many pupils seated at desks and in chairs either too high or too low. In some cases this condition prevails even where there are adjustable seats and desks. It is obviously important to furnish school children with seats and desks which do not favor improper attitudes in sitting and writing.

The figures gathered by the other men who have made a study of this subject show that scoliosis is a constantly increasing affection during school life; and it is a matter of common knowledge that scoliosis and round shoulders are frequent in school children. In the case of adjustable seats and desks the fault, I find, does not lie with the seat and desk, but with the failure on someone's part to adjust same to a given child. It seems to me within the province of a medical inspector to order this adjustment. Certainly someone should be responsible and see to it that adjustment is made.

The school law as revised in 1909 makes it possible for the court to punish as a disorderly person any parent or guardian who fails to remove the cause of exclusion. This law has already been tested by me, with the assistance of the Attendance Department, with the result that a parent was fined ten dollars. It remains, therefore, for the Board of Education to add to its list of causes for exclusion such other diseases and defects as result in injury to the child, retarding its growth both mentally and physically. I would recommend that marked cases of adenoids, eye or ear defects, etc., be added to the list of causes of exclusion.

The physician, it will be found by referring to the Statistical Report, has an increased amount of work since the reorganization, but the variety of his duties has been reduced to making morning inspection and performing physical examinations. In order that this work may progress successfully, as long as the present method exists, of having physicians devote a part of their time only, it will be necessary to appoint at least four more medical inspectors. This will reduce the number of schools for each physician and he will be able to spend more time in a given school.

I would recommend that the term of office of the medical inspector be made to comply with the state law and that on recommendation of the Supervisor of Medical Inspection a reappointment be granted where satisfactory service has been rendered.

The nurse in the public school has resulted in a more careful inspection, raising the standard of cleanliness among

pupils, discovering an increased number of pupils found suffering with diseases and defects, and at the same time referring more cases to the school physician. It is too early to make a statement, but I am convinced that the amount of time lost to the school child affected with disease will be greatly reduced and a greater protection will be given the unaffected child. The home visit by the nurse has already resulted in obtaining treatment in many cases where parents have either ignored, or have refused to comply with the request of the school physician.

The value of the sanitary inspector as an aid to my department in combating the spread of contagious disease has been repeatedly demonstrated. The fumigation of class rooms and schools needs to be done quickly and carefully as it is now being done.

On taking up my duties as Supervisor the work of granting permits to quarantined pupils was turned over to me. I felt uneasy about granting permits on the information supplied me by the interested parties and never knew when I was being given a true statement of facts. The investigation of the facts relative to a given request by a pupil quarantined, to be given a permit to attend school, has been turned over by me and made one of the duties of the sanitary inspector. As a request is made he is supplied with the name and address of the child and instructed to visit the home as well as the place of temporary abode, to illicit the facts as to the truth of the applicant's statements, the character of the dwelling as to the isolation of the sick person and the reliability of the parents. After receiving this report I feel that I am able to decide these cases with some knowledge of the facts, and so safeguard others. At the same time I am able to return to school a number of pupils who heretofore have been unnecessarily excluded because of quarantine.

I would recommend that every school in the city be equipped with a doctor's room, for it has been demonstrated that where such rooms are in use the work of both physician and nurse are conducted in a more careful, sanitary and business-like manner.

I respectfully urge early action toward establishing a special school for defectives. The list of candidates for such a school is being added to constantly and these pupils are sorely in need of special care and teaching.

Respectfully submitted,

GEORGE J. HOLMES,

Supervisor of Medical Inspection.

Newark, October 28, 1909.

MEDICAL INSPECTION RECORD. FOR THE SCHOOL YEAR 1908-1909.

Number Examined.			Cause of Exclusion.																																	
Males.		Females.	Total.	Total Number Excluded.	Number Vaccinated.	Number of Classes Inspected.	Number of Physical Examinations.	Number of Lectures.	Abscess.	Chicken Pox.	Chorea.	Contagious Eye Diseases.	Contagious Impetigo.	Diphtheria.	Erysipelas.	Favus.	Headache, etc.	Measles.	Mumps.	Non-Contagious Eye Affections.	Not Vaccinated.	Ring Worm.	Tonsillitis.	Trachoma.	Typhoid Fever.	Scabies.	Scarlet Fever.	Skin Diseases.	Suppurating Ear Diseases.	Uncleanliness.	Verm.	Whooping Cough.	Adeatitis.	Quarantine.	Others.	
District No. 1.	510	498	1,008	300																																
" 2.	682	609	1,291	214																																
" 3.	381	342	723	103																																
" 4.	494	455	949	17																																
" 5.	643	656	1,299	223																																
" 6.	333	352	685	11																																
" 7.	546	579	1,125	54																																
" 8.	920	861	1,781	78																																
" 9.	570	553	1,123	141																																
" 10.	107	137	244	34																																
" 11.	639	700	1,339	63																																
" 12.	1,174	1,287	2,461	38																																
" 13.	716	743	1,459	47																																
" 14.	738	744	1,482	64																																
" 15.	420	369	789	165																																
" 16.	1,229	1,272	2,501	112																																
Total	10,102	10,157	20,259	1,704																																
From Feb. 1 to July 2, 1909.																																				
District No. 1.	1,063	901	1,964	271																																
" 2.	1,554	1,240	2,794	236																																
" 3.	1,174	1,078	2,252	230																																
" 4.	1,355	1,209	2,564	239																																
" 5.	1,135	1,015	2,150	86																																
" 6.	594	486	1,080	39																																
" 7.	1,070	886	1,956	147																																
" 8.	1,386	1,566	2,952	205																																
" 9.	939	912	1,851	103																																
" 10.	1,203	827	2,030	332																																
" 11.	1,590	1,489	3,079	248																																
" 12.	1,338	791	1,729	125																																
" 13.	1,383	1,205	2,588	225																																
" 14.	1,907	1,744	3,651	389																																
" 15.	1,074	800	1,883	61																																
" 16.	2,084	1,471	3,555	93																																
Grand Total	20,449	17,659	38,108	3,039																																
Spt. 1-Feb. 1, '09	10,102	10,157	20,259	1,704																																
Feb. 1-July 2, '09	20,449	17,659	38,108	3,039																																
Total	30,551	27,816	58,367	4,803																																

APPENDIX TO SUPERINTENDENT'S REPORT

SCHOOL BUILDINGS

NUMBER OWNED AND RENTED

Sixty buildings are in use at the present time. Of this number fifty-six are owned and four rented by the city. In addition to the above, three portable buildings are in use. Two buildings, the Commerce Street and the Wickliffe Street buildings, are not in use.

SCHOOL ACCOMMODATIONS FOR THE LAST FIVE YEARS

YEAR	No. of Buildings				Estimated Value		Total
	Owned	Rented	Brick	Wood	Sites	Buildings and Furniture	
1905	52	6	52	6	\$824,000	\$2,965,600	\$3,789,600
1906	55	7	55	7	1,004,700	3,541,200	4,545,900
1907	55	8	55	8	1,101,800	3,541,200	4,643,000
1908	58	4	55	7	1,140,200	4,116,200	5,256,400
1909	56	4	53	7	1,339,500	4,315,200	5,690,700

NUMBER OF CLASS ROOMS

YEAR	Permanent	In Courts, &c.	In Rented Annexes	In Portable Buildings	Total
1905	892	27	24	10	953
1906	956	23	30	7	1,016
1907	1,013	17	33	8	1,071
1908	1,084	22	21	4	1,131
1909	1,094	24	21	4	1,143

SEATING CAPACITY

YEAR	Normal and High	Grammar and Primary	Kinder-garten	Total	Proper Seating Capacity
1905	2,002	39,277	5,032	46,311	37,532
1906	2,002	41,947	5,450	49,399	40,248
1907	2,000	44,293	5,830	52,123	42,538
1908	2,378	46,411	6,332	55,121	45,875
1909	2,524	46,735	6,246	55,505	46,271

TEACHERS

YEAR	Day Schools	Evening Schools	Summer Schools	Play- grounds	Total
1909	1,276	315	383	118	2,092
1908	1,243	320	378	107	2,048
Increase ..	33		5	11	44
Decrease ..		5			

The number of day school teachers in the employ of the Board, their classification and distribution, and the increase for the year ending July 2nd, 1909, are shown in the following table:

Normal and Training School:	Males	Females	Total
Normal Department	1	6	7
High School	29	34	63
Grammar and Primary Schools...	46	997	1,043
Kindergartens		121	121
Ungraded		3	3
Supervisors and special teachers..	14	25	39
Total.....	90	1,186	1,276
June, 1908.....	87	1,156	1,243
Increase.....	3	30	33

TEACHERS' GRADUATION

Number of Newark city normal school graduates....	743
“ “ N. J. state normal school graduates.....	143
“ “ graduates from other normal schools.....	223
“ “ college graduates.....	102
“ “ graduates from kindergarten training schools (not including Newark).....	22
“ not graduates of a college or professional training school.....	58

Number of day-school teachers in the employ of the Board for the last five years:

	Males	Females	Total
1905	78	968	1,046
1906	80	1,025	1,105
1907	83	1,101	1,184
1908	87	1,156	1,243
1909	90	1,186	1,276

TEACHERS PENSIONED

Name	School	Date of Retirement
M. Lizzie Kerns	Burnet Street	Jan. 1, 1909
Laura B. Sayre	Camden Street	Feb. 1, 1909
Carrie C. Hutchings	Walnut Street	Feb. 1, 1909
Emma L. Hutchings	Newton Street	April 1, 1909
James M. Baxter	Colored	July 1, 1909
M. Augusta Sweasy	Lincoln	Sept. 1, 1909
Mrs. Fannie W. Smith	Newton Street	Sept. 1, 1909

APPOINTMENT OF TEACHERS

Below is given the number of new appointments made by the Board from July 1st, 1908, to July 1st, 1909, their grade, and the institutions where professionally trained:

Of grade teachers:

Newark city normal graduates.....	64
New Jersey state normal graduates.....	7
Other normal graduates.....	15
College graduates	1
Non-graduates, by examination.....	4

Total 91

Of kindergarten teachers:

Newark city normal graduates.....	7
Other normal graduates.....	2

Total 9

Of principals:

College graduates, by examination.....	2
--	---

Of high school teachers:

College graduates, by examination.....	6
--	---

Of manual training teachers:

Normal school graduates, by examination.....	1
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Of clerks:

Normal graduates	2
College graduates	1

Total 3

<i>Of teacher of gymnastics:</i>	
Normal graduate	1
<i>Of teacher of cooking:</i>	
Normal graduate, by examination.....	1
<hr/>	
Whole number of new appointments.....	114

PROMOTION OF TEACHERS

The following statement gives the number of promotions to higher positions made from July 1st, 1908, to July 1st, 1909:

To principal	1
“ grammar vice-principal	2
“ “ first assistant	15
“ “ head assistant	2
“ primary vice-principal	1
“ “ head assistant	13
“ kindergarten directress	1
“ high school head assistant	3
“ “ “ of department	1
“ manual training department.....	2
<hr/>	
Total	41

TRANSFER OF TEACHERS

Below is given a statement of the number of transfers made during the past school year:

By promotion	41
“ request of teachers	52
“ “ “ principal	4
Due to transfer or closing of classes.....	75
Teachers returned from furloughs.....	7
Good of service.....	4
<hr/>	
Total	183

BOARD OF EXAMINERS

The following data show the amount of work done by the board of examiners from July 1st, 1908, to June 30th, 1909:

NUMBER OF EXAMINATIONS HELD

August 24th, 25th and 26th.—For elementary, promotion, and principal's certificates.

October 10th.—For evening school certificate in stenography.

November 7th.—For promotion certificate (special).

December 28th, 29th and 30th.—For elementary, promotion, principal's, principal's clerk, and substitute's certificates.

April 3rd.—For elementary manual training certificate.

April 3rd.—For certificate in gymnastics.

April 3rd.—For high school certificate in English.

April 5th, 6th and 7th.—For elementary and promotion certificates.

June 5th.—For high school certificate in drawing.

June 12th.—For certificate in gymnastics.

Besides the above examinations, thirty-four (34) meetings of the board were held for the purpose of oral examination of candidates, consideration of text books, and for the transaction of general business.

WHOLE NUMBER OF DIFFERENT PERSONS EXAMINED (Written)

Men	54	
Women	226	Total 280
For grade certificate.....	53	
“ kindergarten certificate.....	5	
“ primary head assistant's certificate.....	14	
“ grammar first assistant's certificate.....	22	
“ principal's certificate.....	16	
“ high school English certificate.....	67	
“ high school drawing certificate.....	39	
“ manual training certificate.....	18	
“ physical training certificate.....	16	
“ principal's clerk certificate.....	1	
“ substitute's certificate.....	19	
“ evening school stenography certificate.....	10	
Total	280	

CERTIFICATES GRANTED

	By Exam.	By Indors.	Total
Grade	14	27	41
Kindergarten .....	..	2	2
Grammar Vice Principal.....	1	..	1
Grammar First Assistant.....	18	3	21
Primary Vice Principal.....	7	..	7
Primary Head Assistant.....	16	..	16
Principal	2	..	2
Gymnastics .....	..	5	5

	By Exam.	By Indors.	Total
Manual Training... ..	4	..	4
Substitute	1	22	23
Principal's Clerk.....	1	..	1
High School—English.....	11	..	11
—Drawing	7	..	7
—German	1	..	1
Evening School .....	..	47	47
—Drawing.....	..	4	4
—Cooking .....	..	12	12
—Sewing .....	..	22	22
—Stenography ..	1	1	2
— “ (sub.) ..	5	..	5
Playground	69	..	69
Total	158	145	303

No. of certificates renewed:

Grade	1
Principal's	1
High School—Latin	2
—Stenography	1
—History	3
• Total	8

APPLICATIONS FOR CERTIFICATES DENIED OR
STILL UNDER CONSIDERATION

	Denied	Under Consideration
Grade	8	10
Kindergarten	1	1
Primary Head Assistant.....	..	7
Grammar First Assistant	1	6
Primary Vice Principal.....	..	3
Principal	2	1
High School—German .....	..	1
“ “ —English	5	..
“ “ —Drawing .....	..	1
Manual Training	8	..
Gymnastics	23	..
Evening School	10	2
“ “ —Cooking .....	..	2
“ “ —Sewing .....	..	12
Playground	38	..
Substitute .....	..	3
Total	96	49

ENROLLMENT

	Males	Females	Total
Day Schools	28,193	27,754	55,547
Evening Schools	8,770	5,201	13,971
Summer Schools	6,291	6,421	12,712
Total	43,254	39,376	82,630
Playgrounds:			
(Average daily attendance)	2,873	3,835	6,708
Increase in day schools.....			2,067
“ “ evening schools.....			377
Decrease in summer schools.....			799
Net increase.....			1,645

The following tables show the enrollment, attendance, etc., in the different day schools:

1908-1909	Enrollment	Average Enrollment	Average Attendance of	Per cent. Attendance
Normal and Training school — normal de- partment	191	184	178	96.5
High School	1,912	1,814	1,726	95.1
Grammar and Primary schools	44,341	38,527	36,332	94.3
†Kindergartens	9,233	4,716	4,216	89.4
Industrial School	98	74	71	94.5
Colored School	116	78	70	89.7
Ungraded Schools	56	56	54	95.6
Total	*55,947	45,449	42,647	93.8

†Kindergarten in Industrial School not included.

*Pupils "received" from other schools during the year not included.

ENROLLMENT.

YEAR.	Normal School.	Increase.	High School.	Increase.	Grammar and Primary Schools.	Increase.	Kindergartens.	Increase.	Industrial School.	Increase.	Colored School.	Increase.	Ungraded Schools.	Increase.	Total.	Increase.
1902	149	45	1,211	44	32,223	2,680	6,638	48	166	11	199	5	33	*1	40,619	2,775
1903	155	6	1,234	23	33,737	1,514	6,605	57	161	*5	203	4	45	12	42,230	1,611
1904	146	*9	1,264	30	35,198	1,461	6,722	97	166	15	206	5	40	5	43,724	1,512
1905	139	*7	1,519	255	37,876	2,678	6,972	250	184	18	222	16	48	8	46,960	3,218
1906	130	*19	1,596	77	39,492	1,616	7,355	263	160	*24	198	*24	46	*2	48,947	1,987
1907	159	39	1,655	59	41,377	1,867	8,116	781	137	*23	184	*14	58	12	51,686	2,739
1908	213	54	1,693	38	43,144	1,767	8,456	340	118	*19	198	14	58	....	53,890	2,194
1909	191	*22	1,912	219	44,341	1,197	9,233	777	98	*20	116	*82	56	*2	55,947	2,067

† Pupils "received" from the grammar schools in February not included.

‡ Pupils "received" from the high school in February not included.

* Decrease.

AVERAGE ENROLLMENT.

YEAR.	Normal School.	Increase.	High School.	Increase.	Grammar and Primary Schools.	Increase.	Kindergartens.	Increase.	Industrial School.	Increase.	Colored School.	Increase.	Ungraded Schools.	Increase.	Total.	Increase.
1901	97	*9	1,213	4	26,617	1,353	3,946	1,299	88	*8	156	*17	43	*6	32,180	2,498
1902	143	46	1,124	*89	27,096	1,079	3,579	*367	106	18	142	*14	41	*2	32,681	671
1903	144	1	1,110	*14	28,447	751	3,570	*69	113	1	149	*7	42	1	33,515	684
1904	134	*10	1,239	199	30,106	1,682	3,508	203	114	*8	144	*5	44	*5	35,292	1,777
1905	126	*8	1,434	165	32,148	2,030	3,711	203	106	6	156	12	48	*7	37,729	2,437
1906	107	*19	1,403	59	35,810	1,682	3,942	231	112	*17	132	*24	55	7	39,651	1,922
1907	130	23	1,523	20	37,948	1,439	4,267	325	95	*9	121	*11	55	*5	41,440	1,789
1908	176	46	1,602	70	39,548	1,729	4,383	116	86	*11	132	*11	60	11	43,417	1,977
1909	184	.....	1,814	212	38,527	1,549	4,716	333	74	*12	78	*54	56	*4	45,449	2,032

* Decrease.

AVERAGE ATTENDANCE.

YEAR.	Normal School.	Increase.	High School.	Increase.	Grammar and Primary Schools.	Increase.	Kindergartens.	Increase.	Industrial School.	Increase.	Colored School.	Increase.	Ungraded Schools.	Increase.	Total.	Increase.
1901	94	6	1,108	9	23,651	1,509	3,155	984	77	39	161	11	68	9*	86	2,425
1902	139	45	1,040	*68	25,306	1,635	3,029	*126	94	17	117	*11	40	10	59,764	1,512
1903	139	..	1,036	..	26,223	1,635	3,028	*1	101	7	125	8	40	*9	30,692	1,938
1904	130	*9	1,160	124	27,878	1,655	3,050	22	100	*1	124	*1	42	*6	32,487	1,702
1905	123	*7	1,342	182	26,744	1,868	3,267	217	91	*9	125	11	45	7	37,777	2,503
1906	103	*20	1,406	64	33,559	1,815	3,526	262	100	9	118	*22	52	..	38,862	2,115
1907	125	22	1,442	36	33,010	1,951	3,746	215	86	*14	107	*6	52	*5	40,523	1,700
1908	168	43	1,521	79	34,715	1,705	3,867	127	79	*7	116	9	57	*3	42,647	1,961
1909	178	10	1,726	205	36,332	1,617	4,216	349	71	*8	70	*46	54	*3	42,647	2,124

* Decrease.

PER CENT. OF ATTENDANCE.

YEAR.	Normal School.	Increase.	High School.	Increase.	Grammar and Primary Schools.	Increase.	Kindergartens.	Increase.	Industrial School.	Increase.	Colored School.	Increase.	Ungraded Schools.	Increase.	Total.	Increase.
1901	93.2	1.8	92.5	1.5	88	1.5	73.9	*3	87.5	*1.7	82.4	1.7	90.6	1.5	87.8	8.2
1902	96.8	3.6	93.3	8.8	91.3	2.5	80.1	6.1	88.8	1.2	82.4	1.5	95.1	4.5	90.6	9.9
1903	96.8	..	93.3	..	92.1	8.7	86.2	2.8	87.8	*1	83.9	2.4	95.1	*1	91.5	8.9
1904	97.1	*3	93.6	..	92.5	8.7	88.5	*1	85.4	*2.4	86.5	2.4	93.6	*1.5	92.1	5.1
1905	96.2	*9	94.1	5.5	93.3	8.9	89.5	1.5	89.2	3.8	86.5	2.2	94.5	*.9	92.9	8.1
1906	96.2	*5	94.6	5.5	93.6	8.7	87.6	*1.9	89.7	5.5	88.4	2.7	94.5	..	93.1	1.1
1907	95.6	*5	94.9	5.5	93.8	8.2	88.2	1.6	91.8	2.1	89.7	1.4	95.1	*.5	93.3	3.3
1908	96.5	..	95.1	..	94.3	8.4	89.4	1.2	94.5	2.7	89.7	1.4	95.6	*.6	93.8	5.3

* Decrease.

AVERAGE NUMBER OF PUPILS PER CLASS AND KINDERGARTEN STATISTICS.

	Grammar and Primary.				Kindergarten.		
	No. of Classes.	Average Enrollment.	Average Attendance	Pupils per Class.	Enrollment.	Average Enrollment.	Average Attendance.
Abington Avenue.....	11	457	430	42	161	88	80
Alexander Street.....	15	576	554	38	98	51	45
Ann Street.....	19	756	713	40	167	89	81
Avon Avenue.....	23	934	885	41	213	136	127
Belmont Avenue.....	38	1,625	1,523	43	475	280	248
Bergen Street.....	33	1,296	1,235	39	223	112	102
Blum Street.....	2	76	71	38	.....	.....	.....
Bruce Street.....	14	552	514	39	170	88	76
Burnet Street.....	29	1,131	1,090	39	245	103	88
Camden Street.....	24	1,031	969	43	276	160	142
Central Avenue.....	25	949	902	38	137	65	57
Charlton Street.....	31	1,268	1,189	41	627	351	311
Chestnut Street.....	17	671	631	39	147	47	41
College Place.....	6	153	145	26	.....	.....	.....
Colored.....	4	78	70	19	.....	.....	.....
Eighteenth Avenue.....	25	989	944	40	298	155	129
Elizabeth Avenue.....	6	241	225	40	.....	.....	.....
Elliot Street.....	23	916	863	40	130	60	51
Fifteenth Avenue.....	25	1,076	1,009	43	255	137	119
Fourteenth Avenue.....	16	693	665	43	129	68	61
Franklin.....	30	1,277	1,229	43	229	132	119
Hamburg Place.....	29	1,200	1,134	41	155	85	73
Hawkins Street.....	12	471	435	39	99	47	44
Hawthorne Avenue.....	18	707	659	39	130	61	67
James Street.....	2	57	55	28	17	16	16
Johnson Avenue.....	2	74	68	37	98	40	36
Lafayette Street.....	23	921	865	40	172	87	79
Lawrence Street.....	11	384	365	35	120	57	52
Lincoln.....	6	218	207	36	55	28	25
Livingston Street.....	9	361	339	40	.....	.....	.....
Miller Street.....	21	856	799	41	141	74	68
Monmouth Street.....	25	980	926	39	318	172	156
Morton Street.....	32	1,254	1,169	39	322	195	173
Newton Street.....	32	1,321	1,245	41	376	199	180
Normal and Training—							
Training Department....	10	251	236	25	80	38	33
North 7th Street.....	19	772	724	41	139	63	55
Oliver Street.....	18	694	655	37	196	112	104
Park Avenue.....	2	64	61	32	.....	.....	.....
Peshine Avenue.....	3	112	104	37	91	42	36
Prospect Avenue.....	1	19	18	19	.....	.....	.....
Ridge Street.....	3	130	123	43	81	44	40
Roseville Avenue.....	9	328	306	36	116	55	48
Seventh Avenue.....	26	957	907	37	543	238	225
South Street.....	17	646	598	38	160	66	57
South 8th Street.....	31	1,220	1,155	39	140	73	66
South Market Street.....	19	727	675	38	151	84	74
South 16th Street.....	15	633	593	42	146	40	35
South 10th Street.....	21	847	809	40	105	61	57
Summer Avenue.....	16	644	605	40	88	43	38
Summer Place.....	6	242	227	40	86	37	33
Sussex Avenue.....	17	704	657	41	159	71	61
Thirteenth Avenue.....	38	1,502	1,425	40	300	144	127
Walnut Street.....	7	252	235	36	87	43	37
Warren Street.....	14	505	478	36	151	67	56
Washington Street.....	22	803	767	37	137	71	64
Waverly Avenue.....	18	740	703	41	185	90	81
Webster Street Training..	10	308	284	31	126	67	59
Academy Street Ungraded.	1	18	17	18	.....	.....	.....
Burnet Street Ungraded...	2	38	37	19	.....	.....	.....
Total	983	38,705	36,491	39	9,261	4,733	4,232

ENROLLMENT BY GRADES COMPARED.

(Based on monthly reports.)

GRADE	1903		1904		1905		1906		1907		1908		1909	
	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.	Enrollment.	Per cent. of total Enrollment.
Normal	146	.4	135	.4	127	.3	108	.2	131	.3	177	.4	185	.4
High	1,161	3.2	1,282	3.3	1,489	3.7	1,548	3.6	1,580	3.6	1,673	3.6	1,874	3.9
Eighth	1,076	3.	1,174	3.1	1,287	3.2	1,314	3.1	1,322	3.	1,454	3.1	1,767	3.6
Seventh	1,524	4.2	1,666	4.4	1,791	4.4	1,856	4.4	1,964	4.4	2,195	4.7	2,360	4.8
Sixth	2,266	6.3	2,438	6.4	2,707	6.7	2,904	6.8	3,088	6.9	3,161	6.7	3,525	7.2
Fifth	3,072	8.5	3,398	8.9	3,712	9.1	4,245	9.9	4,314	9.7	4,509	9.6	4,844	9.9
Fourth	4,088	11.3	4,569	12.	5,353	13.2	5,488	12.9	5,576	12.5	5,867	12.4	5,954	12.2
Third	5,186	14.3	5,739	15.1	5,995	14.8	6,207	14.6	6,302	14.2	6,392	13.7	6,375	13.1
Second	5,942	16.4	6,071	15.9	6,065	14.9	6,065	14.2	6,461	14.5	6,728	14.4	6,982	14.3
First	7,471	20.6	7,362	19.3	7,700	18.9	8,211	19.3	8,763	19.7	9,422	20.1	9,285	19.
Kindergarten	4,125	11.4	4,126	10.8	4,290	10.6	4,584	10.8	4,885	11.	5,222	11.1	5,614	11.5
Ungraded	170	.4	151	.4	105	.2	86	.2	65	.2	70	.2	64	.1
Total	36,227	100.	38,111	100.	40,621	100.	42,616	100.	44,451	100.	46,870	100.	48,829	100.

ATTENDANCE STATISTICS IN DAYS.

DAY SCHOOLS.

SCHOOL.	Actual attendance.	Quarantine.	Total attendance allowed by State.	Absence.
Normal and Training—				
Normal Department.....	* 24,171½	.....	24,171½	† 834½
Barringer High.....	*236,827	558	236,885	†12,720
High—Market Street Annex....	26,465½	.....	26,465½	1,018
High—State Street Annex.....	66,352	.....	66,352	2,723½
Abington Avenue.....	98,003½	737½	98,741	6,693½
Alexander Street.....	115,064½	286½	115,351	5,381
Ann Street.....	152,432	377½	152,809½	9,725
Avon Avenue.....	194,994½	763½	195,758	10,941
Belmont Avenue.....	340,163½	5,264	345,427½	25,775½
Bergen Street.....	256,712½	1,657	258,369½	13,651
Blum Street.....	13,730½	110½	13,841	768
Bruce Street.....	113,222	596½	113,818½	9,626½
Burnet Street.....	220,531	1,268	221,799	16,524½
Camden Street.....	213,294½	3,054½	216,349	15,357
Central Avenue.....	181,174½	2,352	186,526½	10,466½
Charlton Street.....	288,188½	6,132	294,320½	22,816½
Chestnut Street.....	129,193	1,565	130,758	8,774½
College Place.....	27,854½	306	28,160½	1,579
Colored	13,546	95	13,641	1,587½
Eighteenth Avenue.....	206,622	806	206,828	13,640
Elizabeth Avenue.....	43,233	333	43,566	3,129½
Elliot Street.....	175,577	372	175,949	11,874½
Fifteenth Avenue.....	216,677	1,498	218,175	16,230½
Fourteenth Avenue.....	139,383	402½	139,785½	6,842½
Franklin	258,766½	2,268½	261,035	11,816
Hamburg Place.....	231,838½	708½	232,547	14,911½
Hawkins Street.....	91,978	802	92,780	7,489½
Hawthorne Avenue.....	139,504	261½	139,765½	7,994
James Street.....	13,496½	66	13,472½	775½
Johnson Avenue.....	19,906	236	20,142	1,906½
Lafayette Street.....	181,287½	1,083	182,370½	12,210
Lawrence Street.....	80,166	1,183	81,349	4,653½
Lincoln	44,684½	319	45,003½	2,610
Livingston Street.....	65,196½	226½	65,423	4,157½
Miller Street.....	166,540½	909½	167,450	11,992
Monmouth Street.....	207,692	2,273	209,965	13,519
Morton Street.....	257,756	2,342½	260,098½	20,509½
Newton Street.....	273,529½	5,461	278,990½	18,394½
Normal and Training—				
Training Department.....	51,697	412	52,109	3,837
North Seventh Street.....	149,669	1,954½	151,623½	10,836
Oliver Street.....	145,418½	592	146,010½	8,930½
Park Avenue.....	11,688½	.....	11,688½	522
Peshine Avenue.....	26,988	328	27,316	2,729
Prospect Avenue.....	3,458	.....	3,458	217½
Ridge Street.....	21,378	280	31,658	2,084½
Roseville Avenue.....	68,147	542	68,689	5,334½
Seventh Avenue.....	217,517	6,640½	224,157½	11,839½
South Street.....	125,748	773	126,521	10,923
South Eighth Street.....	234,584	1,032½	235,616½	13,736½
South Market Street.....	143,950½	674	144,624½	11,746
South Sixteenth Street.....	120,569	585½	121,154½	8,572
South Tenth Street.....	166,355½	939½	167,295	8,004½
Summer Avenue.....	123,590	534½	124,124½	8,475½
Summer Place.....	50,001½	249½	50,251	3,612
Sussex Avenue.....	137,904½	1,476	139,380½	10,960½
Thirteenth Avenue.....	298,049½	1,424	299,473½	18,103½
Walnut Street.....	52,375½	531	52,906½	4,288½
Warren Street.....	102,629	190½	102,819½	7,373
Washington Street.....	159,492	1,335	160,827	8,372
Waverly Avenue.....	150,573½	1,649	152,222½	8,820½
Webster Street.....	66,022	1,098½	67,120½	6,055½
Academy Street Ungraded.....	3,342½	29	3,371½	151
Commerce Street Ungraded.....	7,060½	.....	7,060½	311
Total	8,175,773½	69,945½	8,243,719	537,454½

*Attendance of pupils over school age not included in the above:

Normal School, 9,917½; High School, 2,468½; total, 12,386.

† Absence of pupils over school age not included in the above:

Normal School, 346½; High School, 242½; total, 589.

EVENING SCHOOLS.

SCHOOL.	Actual Attendance.			Quar- antine.	Total Attendance. (Allowed by State.)	Absence.	
	Pupils un- der 20 years of age.	Pupils 20 years of age & over.	All pupils.			Pupils un- der 20 years of age.	Pupils 20 years of age & over.
Elementary Schools.							
Alexander Street.....	2,535	166	2,701	.....	2,535	458½	12½
Belmont Avenue.....	10,763	4,389½	15,152½	.....	10,763	2,738	1,009½
Bergen Street.....	2,844	1,008	3,852	.....	2,844	517	158
Central Avenue.....	7,745½	1,192	8,937½	.....	7,745½	1,375	346½
Eighteenth Avenue.....	6,889	2,996½	9,885½	.....	6,889	1,257	628½
Franklin	5,081	1,341½	6,422½	5	5,086	1,519½	492½
Hamburg Place.....	10,575	2,177½	12,752½	.....	10,575	1,593	396½
Lafayette Street.....	8,255½	2,132½	10,388	9	8,264½	1,436	361½
Morton Street.....	6,703½	5,098	11,711½	.....	6,703½	1,932	1,161½
Newton Street.....	5,242	1,820	7,062	.....	5,242	1,071	423
Seventh Avenue.....	5,099	2,292	7,391	.....	5,099	1,592½	588
South Street.....	3,871	880	4,751	.....	3,871	1,119½	265½
South Eighth Street.....	5,979½	898	6,877½	.....	5,979½	965	33
South Market Street.....	4,690½	844	5,534½	.....	4,690½	835	243
South Tenth Street.....	6,157½	1,566	7,723½	.....	6,157½	1,075½	209½
Thirteenth Avenue.....	5,270½	1,656	6,926½	.....	5,270½	868½	273
Washington Street.....	7,318	2,779	10,097	.....	7,318	541½	212
Total	105,019½	33,066½	138,086	14	105,033½	21,591½	6,834
High Schools.							
Bergen Street.....	4,429	2,277	6,706	.....	4,429	974½	402½
Central	8,263	3,909½	12,172½	.....	8,263	1,552½	791
Franklin	4,300½	2,690½	6,991	.....	4,300½	1,215	744
Hamburg Place.....	14,072½	5,071½	19,144	.....	14,072½	2,394	668
Thirteenth Avenue.....	11,347	3,512½	14,859½	.....	11,347	1,709½	572½
Total	42,412	17,462	59,873	.....	42,412	7,845½	3,178
Drawing	113,013	5,988	19,001	21½	13,034½	1,323	623½
Total for all schools.	160,444½	56,516½	216,960	35½	160,480	30,760	10,635½
							41,395½

SUMMER SCHOOLS. (1908)

SCHOOL.	Attendance.	Absence.
Avon Avenue	5,505	546
Belmont Avenue	4,373½	514½
Bergen Street	3,867	430½
Bruce Street	2,783½	358½
Burnet Street	2,248	367½
Camden Street	5,068½	740
Central Avenue	3,112½	558
Charlton Street	4,146	871½
Eighteenth Avenue	4,289½	543
Fifteenth Avenue	5,618	606
Fourteenth Avenue	3,665	296½
Franklin	5,618	918½
Hamburg Place	6,479½	733½
Hawkins Street	3,478½	608
Lafayette Street	3,381½	673
Monmouth Street	5,786	1,122½
Morton Street	10,000	1,124
Newton Street	6,124½	796
Oliver Street	2,703	366
Seventh Avenue	6,202½	861½
South Street	2,151½	329½
South Eighth Street.....	3,981	563½
South Tenth Street.....	4,013	497½
Sussex Avenue	3,863½	789½
Thirteenth Avenue	4,230	702½
Warren Street	3,322	420
Washington Street	2,846½	336½
Waverly Avenue	6,191½	581½
Total	125,049	17,255½

Total number of days allowed by State for appropriation of school funds:

Day schools	8,243,719
Evening schools	160,480
Summer schools	125,049

Total 8,529,248

MISCELLANEOUS STATISTICS.

Number of days the schools were actually in session 1908-1909	192
Total number of days present, all pupils.....	8,188,159½
Total number of days absent, all pupils.....	538,043½
Average number of days present, all pupils...	146
Average number of days absent, all pupils..	9½
Number of pupils who have been neither absent nor tardy during year.....	1,072
Total number of cases of tardiness.....	30,289
Average number of cases of tardiness per day for each teacher.....	.135

PROMOTION OF PUPILS IN ELEMENTARY GRADES.

GRADE.	JANUARY, 1909.										JUNE, 1909.									
	During Semester Until Final Promotion.					At Final Promotion.					During Semester Until Final Promotion.					At Final Promotion.				
	Whole number enrolled.	Number promoted.	Number demoted.	Number transferred to other classes of same grade.	Number left school.	On roll day of promotion.	Number promoted.	Number not promoted.	Per cent. promoted.	Whole number enrolled.	Number promoted.	Number demoted.	Number transferred to other classes of same grade.	Number left school.	On roll day of promotion.	Number promoted.	Number not promoted.	Per cent. promoted.		
8A	736	...	...	...	18	718	639	79	.889	924	...	2	...	41	881	827	54	.938		
8B	975	3	1	...	47	924	824	100	.892	994	...	6	...	91	891	870	87	.900		
7A	1,092	11	4	...	81	992	872	120	.879	1,186	...	5	...	112	1,059	955	104	.901		
7B	1,336	4	7	...	110	1,209	1,040	169	.86	1,401	...	4	...	169	1,227	1,086	141	.885		
6A	1,609	10	13	6	149	1,428	1,157	271	.81	1,854	...	3	1	251	1,572	1,379	193	.877		
6B	2,053	7	21	20	180	1,825	1,486	339	.814	2,146	...	8	...	288	1,842	1,544	278	.847		
5A	2,439	7	30	33	273	2,096	1,719	377	.82	2,543	...	9	...	304	2,283	1,904	289	.867		
5B	2,832	9	28	17	330	2,448	1,976	472	.807	2,846	...	10	...	314	2,527	2,051	406	.895		
4A	3,121	3	19	37	346	2,716	2,164	552	.796	3,190	...	27	...	368	2,679	2,284	396	.892		
4B	3,518	24	47	18	420	3,099	2,300	709	.764	3,513	...	33	...	462	2,862	2,459	516	.897		
3A	3,461	20	33	51	372	2,985	2,407	578	.806	3,951	...	17	...	432	2,659	2,255	494	.897		
3B	3,834	53	47	105	414	3,215	2,587	628	.804	4,396	...	28	...	497	2,896	2,576	420	.899		
2A	3,719	50	70	133	423	3,113	2,463	650	.791	4,303	...	43	...	532	3,386	2,927	439	.864		
2B	4,312	45	78	150	460	3,579	2,813	766	.786	5,018	...	29	...	547	3,380	2,861	519	.846		
1A	4,654	40	120	116	562	3,836	2,770	1,066	.729	5,186	...	36	...	679	4,281	3,482	799	.813		
1B	7,150	75	35	426	997	5,626	3,460	2,166	.615	6,273	...	56	...	840	4,165	2,953	1,212	.709		
Kindergarten	7,236	108	2	62	1,291	5,713	1,989	3,724	.348	6,641	62	3	...	1,257	5,308	2,723	2,585	.513		
Total	54,086	529	556	1,116	6,453	45,432	32,666	12,766	.719	52,637	323	408	767	6,881	44,308	35,453	8,855	.80		

GRAMMAR SCHOOL AND HIGH SCHOOL ENROLLMENTS COMPARED

YEAR	Grammar school enrollment	Number of graduates	Per cent. of graduates	Number who entered the High School	Per cent. of enrollment that entered the High School	Per cent. of number graduated that entered the High School
1900	6,742	674	9.9	480	7.1	71.2
1901	7,084	760	10.7	535	7.5	70.3
1902	7,234	785	10.8	563	7.7	73.
1903	7,938	850	10.7	616	7.7	72.4
1904	8,676	920	10.6	735	8.4	79.8
1905	9,497	1,039	10.9	780	8.2	75.
1906	10,319	1,039	10.	716	6.9	68.9
1907	11,550	1,078	9.3	715	6.1	66.3
1908	12,270	1,267	10.3	830	6.7	65.5
1909	13,408	1,464	10.9	957	7.1	65.3

NORMAL SCHOOL

Total enrollment	191
Number received from High School, Feb. 1, 1909...	36
Average enrollment	184
Average attendance	178

Number of graduates, 1909:

January—

General course 25

Kindergarten and first year course..... 7

— 32

June—

General course 36

Kindergarten and first year course..... 11

Kindergarten course 1

— 48

Total 80

Total number of graduates since the organization of the school 1,233

HIGH SCHOOL

The following table exhibits the number of pupils enrolled in each grade of the High School during the past year:

Grade	Males	Females	Total	Per Cent. of Total Enrollment	Increase
First Year.....	666	689	1,355	57.	153
Second Year...	257	288	545	22.9	54
Third Year....	121	177	298	12.5	36
Fourth Year...	75	106	181	7.6	25
Total	1,119	1,260	2,379	100.	268

The following table shows the enrollment by courses as reported to the State Inspector of High Schools:

COURSES.	1. Classical.		2. Modern Language.		3. English.		4. Business or Com'r'l.		Manual Training.		Total.	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
First Year..	354	322	64	233	4	7	143	126	101	1	666	689
Second Year	151	128	34	113	5	8	37	89	30	0	257	288
Third Year	67	92	24	73	4	3	20	8	6	1	121	177
Fourth Year	57	60	16	45	1	1	0	0	1	0	75	106
Total	629	602	138	464	14	19	200	173	138	2	1,119	1,260

HIGH SCHOOL STATISTICS.

YEAR	Number who Entered	Total Enrollment			Average Enrollment	Average Attendance	Per cent. of Attend- ance.
		Males	Females	Total			
1901....	535	584	924	1,508	1,213	1,108	91.
1902....	563	609	866	1,475	1,124	1,040	92.5
1903....	616	654	856	1,510	1,110	1,036	93.3
1904....	735	704	928	1,636	1,239	1,160	93.6
1905....	780	878	1,046	1,924	1,434	1,342	93.6
1906....	716	869	1,083	1,952	1,493	1,406	94.2
1907....	715	908	1,102	2,010	1,523	1,442	94.7
1908....	830	990	1,136	2,126	1,602	1,521	94.9
1909....	957	1,119	1,260	2,379	1,814	1,726	95.1

YEAR	Number of Classes	Number of Teachers	Number of Graduates		Per cent. of Graduates
			4 Year Courses	Commercial Course	
1901	38	47	155	2	10.4
1902	37	46	121	9	8.8
1903	37	48	118	2	7.9
1904	38	48	93	13	6.4
1905	45	54	104	25	6.7
1906	45	55	123	18	7.2
1907	43	56	118	17	6.7
1908	49	62	134	20	7.2
1909	55	63	170	20	7.9

SUMMER SCHOOLS

1909.

Number of pupils enrolled:	1909	1908	
Males	6,291	6,643	
Females	6,421	6,868	
Total	12,712	13,511	
Decrease			799
Average enrollment	9,016	9,487	
Decrease			471
Average attendance	7,522	8,337	
Decrease			815
Per cent. of attendance	83.4	87.8	
Decrease			4.4
Number of classes	262	256	
Increase			6
Number of teachers employed	383	378	
Increase			5

The following exhibits the ages of children attending summer schools:

AGES.					Males.	Females.	Total.
No.	between	4	and 5	years of age....	341	364	705
"	"	5	" 6	" " " " " " " " " " " "	513	572	1,085
"	"	6	" 7	" " " " " " " " " " " "	659	714	1,373
"	"	7	" 8	" " " " " " " " " " " "	644	726	1,370
"	"	8	" 9	" " " " " " " " " " " "	712	845	1,557
"	"	9	" 10	" " " " " " " " " " " "	748	817	1,565
"	"	10	" 11	" " " " " " " " " " " "	712	736	1,448
"	"	11	" 12	" " " " " " " " " " " "	685	599	1,284
"	"	12	" 13	" " " " " " " " " " " "	613	557	1,170
"	"	13	" 14	" " " " " " " " " " " "	434	341	773
"	"	14	" 15	" " " " " " " " " " " "	174	106	280
"	"	15	" 16	" " " " " " " " " " " "	46	31	77
"	"	16	" 17	" " " " " " " " " " " "	9	11	20
"	"	17	" 18	" " " " " " " " " " " "	1	2	3
Total....					6,291	6,421	12,712

STATISTICS OF THE SUMMER SCHOOLS FOR THE LAST SEVEN YEARS.

YEAR	No. of Teachers	No. of Classes	Enrollment	Average Enrollment	Average Attendance
1903	171	132	8,073	5,762	4,958
1904	195	145	8,546	5,916	5,068
1905	224	153	8,548	6,170	5,168
1906	236	160	9,516	6,345	5,495
1907	280	195	10,299	7,092	6,127
1908	378	256	13,511	9,487	8,337
1909	383	262	12,712	9,016	7,522

PLAYGROUNDS

1909

PLAYGROUND.	Average Daily Attendance.			Number of Teachers.
	Males.	Females.	Total.	
Belmont Avenue.....	179	145	324	8
Bruce Street.....	101	179	280	6
Camden Street.....	192	216	408	8
Central Avenue.....	184	258	442	7
Commerce Street.....	98	138	236	5
Eighteenth Avenue.....	222	328	550	11
Elizabeth Avenue.....	68	157	225	6
Franklin	241	224	465	7
Hamburg Place.....	185	253	438	7
Hawkins Street.....	137	206	343	5
Morton Street.....	243	331	574	6
Oliver Street.....	123	249	372	6
Seventh Avenue.....	185	343	528	7
State Street.....	171	142	313	6
Sussex Avenue.....	136	152	288	6
Thirteenth Avenue.....	188	261	449	7
Washington Street.....	220	253	473	7
Total	2,873	3,835	6,708	*118
1908	3,337	4,008	7,345	107
Increase				11
Decrease	464	173	637	

*Two supervisors and one special teacher included.

EVENING SCHOOLS

COMPARISON OF ATTENDANCE FOR THE YEARS
1908 AND 1909.

	1909	1908	
Number of pupils enrolled:			
Males	8,770	9,231	
Females	5,201	4,363	
Total	13,971	13,594	
Increase			377
Number of pupils enrolled in:			
Elementary schools	9,585	10,259	
High schools	3,315	2,296	
Drawing school	1,071	1,039	
Total	13,971	13,594	
Increase			377

Average enrollment:

Elementary schools	4,440	4,646
High schools	1,979	1,172
Drawing school	886	848
Total	7,305	6,666
Increase		639

Average attendance:

Elementary schools	3,680	3,861
High schools	1,702	1,005
Drawing school	802	761
Total	6,184	5,627
Increase		557

Per cent. of attendance:

Elementary schools	82.9	83.1
High schools	86.	85.7
Drawing school	90.7	89.5
For all evening schools	84.6	84.4
Increase .....		.2

Number of teachers employed:

Elementary schools	179	202
High schools	81	62
Drawing school	21	21
Supervisors and special teachers.....	34	35
Total	315	320
Decrease		5

STATISTICS OF THE EVENING SCHOOLS FOR THE LAST SEVEN YEARS.

YEAR	No. of Teachers	Enrollment	Average Enrollment	Average Attendance	Per cent. of Attendance
1903	140	6,444	3,648	2,935	80.4
1904	176	7,377	3,975	3,203	80.5
1905	190	7,716	4,277	3,509	82.
1906	206	8,242	4,481	3,747	83.6
1907	253	10,663	5,293	4,390	82.9
1908	320	13,594	6,666	5,627	84.4
1909	315	13,971	7,305	6,184	84.6

LECTURES

SEASON 1908-1909.

FIRST COURSE.

CENTER	No. of Lectures	Aggregate Attendance	Average Attendance
Abington Avenue	10	3,050	305
Alexander Street	8	1,550	194
Avon Avenue	10	3,825	382
Belmont Avenue	7	5,500	783
Bergen Street	4	850	212
Bruce Street	8	1,572	180
Elliot Street	10	6,750	675
First Presbyterian Church	10	4,600	460
Fourteenth Avenue	10	6,175	617
Franklin	7	2,342	335
Free Public Library	10	1,345	135
Hamburg Place	8	3,050	381
Morton Street	7	2,345	335
North Seventh Street ...	9	2,025	225
South Eighth Street	10	3,834	383
	128	48,813	381

SECOND COURSE.

CENTER	No. of Lectures	Aggregate Attendance	Average Attendance
Abington Avenue	9	3,000	333
Alexander Street	10	3,025	302
Avon Avenue	10	3,450	345
Belmont Avenue	8	2,475	309
Bergen Street	8	2,475	309
Bruce Street	9	2,695	295
Elliot Street	10	4,750	475
First Presbyterian Church	11	4,750	432
Fourteenth Avenue	10	4,925	493
Franklin	10	3,680	368
Free Public Library	10	1,450	145
Hamburg Place	9	4,400	488
Morton Street	8	2,775	347
North Seventh Street ...	11	3,415	311
South Eighth Street	10	5,250	525
	143	52,515	367
First Course.....	128	48,813	381
Total.....	271	101,328	373

TABLE SHOWING THE ENROLLMENT, ATTENDANCE, NUMBER OF CLASSES, TEACHERS, ETC.

NAME OF SCHOOL.	Enrollment.				Average Attendance.	Per cent. of Attendance.	No. who have not been absent or tardy during the year.	No. of cases of Tardiness.	No. of Classes.			Teachers.		Aggregate Annual Salary.		
	Males.	Females.	Total.	Kindergarten.					Primary.	Grammar.	Kindergarten.	Primary.	Grammar.		Males.	Females.
Normal and Training—																
Normal Department.....	616	191	807	.....	184	178	965	.....	.....	.....	.....	1	5	\$ 11,900.00
Barringer High.....	116	766	882	.....	1,339	1,271	948	66	1,156	.....	.....	23	26	91,900.00
High—Market Street Annex.....	116	55	171	.....	133	127	961	6	281	.....	.....	5	3	9,000.00
High—State Street Annex.....	146	213	359	.....	342	328	962	21	553	.....	.....	5	5	16,900.00
Abington Avenue.....	240	352	692	.....	545	510	936	14	343	.....	.....	1	13	12,780.00
Alexander Street.....	209	359	568	.....	493	467	953	66	881	.....	.....	1	16	17,360.00
Ann Street.....	542	401	943	.....	339	321	794	94	384	.....	.....	1	21	21,350.00
Avon Avenue.....	984	600	1,584	.....	1,677	1,615	94	39	280	.....	.....	1	27	25,530.00
Belmont Avenue.....	1	1,140	1,141	.....	1,908	1,771	926	5	1,270	.....	.....	1	46	37,000.00
Bergen Street.....	802	732	1,534	.....	1,408	1,337	937	.....	742	.....	.....	1	37	34,000.00
Blum Street.....	35	42	77	.....	76	71	947	.....	.....	.....	.....	1	2	1,310.00
Bruce Street.....	388	412	800	.....	91	640	590	321	1	45	.....	2	16	16,900.00
Burnet Street.....	781	739	1,520	.....	1,234	1,148	93	26	1,070	.....	.....	1	33	31,410.00
Camden Street.....	814	613	1,427	.....	1,191	1,111	932	18	1,173	.....	.....	1	28	26,550.00
Central Avenue.....	630	613	1,243	.....	1,014	959	946	43	976	.....	.....	1	28	27,300.00
Charlton Street.....	1,046	1,038	2,084	.....	258	1,619	1,600	926	8	1,240	.....	1	41	38,500.00
Chestnut Street.....	467	468	935	.....	376	718	672	936	19	267	.....	1	18	19,800.00
College Place.....	115	81	196	.....	196	153	145	940	.....	279	.....	3	6	5,470.00
Colored.....	58	58	116	.....	34	78	70	897	.....	379	.....	1	3	4,310.00
Eighteenth Avenue.....	675	682	1,357	.....	672	1,144	1,073	938	29	712	.....	2	28	28,510.00
Elizabeth Avenue.....	120	137	257	.....	255	241	225	932	.....	169	.....	1	7	6,100.00
Elliot Street.....	547	626	1,173	.....	539	976	914	936	59	336	.....	2	26	26,510.00
Fifteenth Avenue.....	775	711	1,486	.....	183	1,213	1,128	93	22	235	.....	1	29	27,340.00
Fourth Avenue.....	454	446	900	.....	236	761	726	953	60	215	.....	1	18	17,830.00
Franklin.....	897	806	1,703	.....	972	1,409	1,348	956	90	385	.....	1	34	34,240.00
Hamburg Place.....	735	773	1,508	.....	544	1,285	1,207	939	37	568	.....	2	33	34,050.00
Hawkins Street.....	345	317	662	.....	86	518	479	924	425	10	.....	1	14	14,050.00

Hawthorne Avenue.....	482	397	879	430	468	281	768	726	.946	13	423	2	11	7	1	20	18,780.00
James Street.....	52	46	98	98	98	.....	74	71	.945	.....	99	2	.....	.....	.....	3	2,980.00
Johnson Avenue.....	105	91	196	98	98	.....	114	104	.912	.....	79	3	.....	.....	.....	3	2,930.00
Lafayette Street.....	640	622	1,262	172	782	308	1,008	944	.937	35	358	16	7	1	1	26	26,350.00
Lawrence Street.....	325	298	623	120	452	51	441	417	.945	10	544	2	1	1	14	14	14,160.00
Lincoln	143	146	280	55	234	.....	246	232	.945	10	322	5	1	.....	.....	8	7,900.00
Livingston Street.....	188	196	384	.....	384	.....	361	339	.94	2	152	9	.....	.....	.....	9	6,980.00
Miller Street.....	553	588	1,141	141	945	592	980	867	.932	4	705	2	13	.....	.....	23	24,930.00
Monmouth Street.....	718	676	1,394	131	948	131	1,152	1,082	.938	18	372	4	22	13	1	23	24,930.00
Morton Street.....	861	908	1,769	322	947	500	1,449	1,342	.926	15	3,771	4	20	12	1	38	37,910.00
Newton Street.....	1,042	987	2,029	376	1,100	553	1,530	1,425	.937	13	2,171	4	19	13	1	37	34,050.00
Normal and Training—																	
Training Department.....	201	212	413	80	305	28	289	269	.93	.....	125	9	1	.....	.....	9	13,600.00
North Seventh Street.....	532	528	1,060	439	507	414	855	779	.932	22	209	10	9	1	.....	21	22,210.00
Oliver Street.....	523	474	997	196	488	313	806	759	.942	14	203	10	8	2	.....	20	26,730.00
Park Avenue.....	48	31	79	.....	70	9	64	61	.957	.....	16	2	.....	.....	.....	4	2,130.00
Peshine Avenue.....	123	113	236	.91	145	.....	154	140	.908	.....	91	2	.....	.....	.....	2	2,300.00
Prospect Avenue.....	8	17	25	.....	25	.....	19	18	.94	.....	28	.....	.....	.....	.....	1	2,500.00
Ridge Street.....	119	112	231	.81	150	.....	174	163	.937	.....	169	3	.....	.....	.....	1	4,200.00
Roseville Avenue.....	261	255	516	116	400	.....	383	354	.927	.....	3	.....	.....	.....	.....	1	1,220.00
Seventh Avenue.....	817	770	1,587	543	992	52	1,195	1,132	.948	86	1,140	6	2	.....	.....	12	17,670.00
South Street.....	486	443	929	160	686	82	1,719	1,652	.92	.....	1,158	2	.....	.....	.....	33	27,470.00
South Eighth Street.....	744	758	1,502	140	735	627	1,293	1,221	.944	26	1,258	12	2	1	.....	30	20,280.00
South Market Street.....	506	493	999	151	556	292	811	749	.924	13	335	16	18	1	.....	54	35,030.00
South Sixteenth Street.....	404	418	822	146	587	89	673	628	.935	13	243	12	8	1	.....	11	21,910.00
South Tenth Street.....	532	483	1,015	105	326	386	698	643	.935	48	388	17	14	1	.....	24	16,210.00
Summer Avenue.....	527	437	864	88	257	40	770	718	.932	6	166	16	8	1	.....	17	26,100.00
Summer Place.....	204	179	383	86	257	40	770	718	.932	6	166	16	8	1	.....	17	19,840.00
Sussex Avenue.....	526	516	1,042	159	584	299	1,446	1,372	.942	12	904	11	6	1	.....	19	18,500.00
Thirteenth Avenue.....	924	894	1,816	300	880	638	1,646	1,552	.942	30	557	22	16	1	.....	42	38,470.00
Walnut Street.....	218	196	414	87	327	.....	395	372	.924	1	153	7	.....	.....	.....	19	8,500.00
Warren Street.....	396	405	801	157	518	102	572	534	.932	9	1,204	12	2	.....	.....	9	8,430.00
Washington Street.....	549	552	1,101	137	596	308	874	831	.93	38	245	13	9	2	.....	16	15,890.00
Waverly Avenue.....	524	481	1,005	185	820	.....	830	784	.944	45	155	18	.....	.....	.....	23	27,890.00
Webster Street.....	279	251	530	126	403	.....	313	343	.916	.....	218	2	10	.....	.....	7	21,130.00
Webster Street Training.....	15	.....	15	.....	12	3	318	356	.....	.....	20	.....	.....	.....	.....	1	10,400.00
Academy Street Ungraded.....	41	.....	41	.....	32	9	38	37	.957	.....	243	.....	2	.....	.....	2	1,600.00
Burnet Street Ungraded.....	41	.....	41	.....	32	9	38	37	.957	.....	243	.....	2	.....	.....	2	2,380.00
Total in Day Schools.....	28,193	27,754	55,947	9,261	31,175	13,408	45,449	42,647	.938	1,165	32,029	120	678	306	90	1,186	\$81,288,080.00

NOTE—Total number of classes in day schools, 1,164.

* Includes salaries of supervisors and special teachers.

† Not included in totals.

TABLE SHOWING THE ENROLLMENT, ATTENDANCE, NUMBER OF CLASSES, TEACHERS, ETC.

NAME OF SCHOOL.	Enrollment.					Average Enrollment.	Average Attendance.	Per cent. of Attendance.	No. who have not been absent or tardy during the year.	No. of cases of tardiness.	No. of Classes.			Teachers.		Aggregate Annual Salary.	
	Males.	Females.	Total.	Kindergarten.	Primary.						Grammar.	Kindergarten.	Primary.	Grammar.	Males.		Females.
EVENING SCHOOLS.																	
Elementary.																	
Alexander Street.....	103	55	158	.....	.....	.....	84	72	.851	.....	.....	4	.....	2	15	\$ 1,010.00
Belmont Avenue.....	714	348	1,062	.....	.....	.....	504	404	.801	.....	.....	16	.....	9	15	4,665.00
Bergen Street.....	126	97	223	.....	.....	.....	121	103	.85	.....	.....	5	.....	2	6	1,365.00
Central Avenue.....	394	145	539	.....	.....	.....	284	238	.849	.....	.....	11	.....	2	10	2,810.00
Eighteenth Avenue.....	492	232	724	.....	.....	.....	314	263	.838	.....	.....	14	.....	4	11	3,485.00
Franklin	351	182	533	.....	.....	.....	225	171	.761	.....	.....	7	.....	1	8	1,815.00
Franklin Place.....	359	381	740	.....	.....	.....	393	340	.865	.....	.....	9	.....	1	10	2,490.00
Madison Street.....	593	134	727	.....	.....	.....	325	277	.853	.....	.....	13	.....	2	12	3,260.00
Lafayette Street.....	667	229	896	.....	.....	.....	395	312	.791	.....	.....	16	.....	3	15	4,160.00
Morton Street.....	407	75	482	.....	.....	.....	228	188	.825	.....	.....	8	.....	2	7	2,135.00
Newton Street.....	600	45	645	.....	.....	.....	255	197	.772	.....	.....	9	.....	1	10	2,585.00
Seventh Avenue.....	343	153	496	.....	.....	.....	178	125	.703	.....	.....	6	.....	1	6	1,685.00
South Street.....	275	227	502	.....	.....	.....	210	188	.891	.....	.....	8	.....	1	8	1,910.00
South Eighth Street.....	270	121	391	.....	.....	.....	180	148	.821	.....	.....	7	.....	1	7	2,300.00
South Market Street.....	203	151	354	.....	.....	.....	240	206	.857	.....	.....	9	.....	1	9	2,360.00
South Tenth Street.....	238	168	406	.....	.....	.....	214	184	.857	.....	.....	7	.....	1	7	1,815.00
Thirteenth Avenue.....	258	193	450	.....	.....	.....	250	200	.80	.....	.....	8	.....	1	8	2,135.00
Washington Street.....	362	232	594	.....	.....	.....	289	269	.93	.....	.....	8	.....	1	8	2,135.00
Totals	6,607	2,978	9,585	.....	.....	.....	4,440	3,680	.829	.....	.....	157	.....	28	151	\$41,830.00

High.									
Bergen Street.....	196	368	564	.....	.....	.....	173	144	83
Central	331	296	567	.....	.....	.....	312	262	839
Franklin	177	323	510	.....	.....	.....	740	150	781
Hamburg Place.....	291	567	858	.....	.....	.....	192	653	854
Thirteenth Avenue.....	315	501	816	.....	.....	.....	562	493	866
Totals	1,310	2,605	3,315	.....	.....	.....	1,979	1,702	86
Drawing	853	218	1,071	.....	.....	.....	886	802	907
Total for all Evening Schools.	8,770	5,201	13,971	.....	.....	.....	7,305	6,185	846
SUMMER SCHOOLS (1909).									
Avon Avenue.....	207	177	384	58	217	109	323	290	87
Belmont Avenue.....	439	505	944	146	539	265	580	465	796
Bergen Street.....	218	223	441	48	210	123	349	290	850
Bruce Street.....	199	221	420	78	214	127	338	200	880
Burnet Street.....	131	150	281	38	169	84	188	163	867
Camden Street.....	254	238	492	58	208	91	289	280	807
Central Avenue.....	206	219	425	82	222	118	299	219	771
Charlton Street.....	289	329	618	159	268	131	382	219	771
Eighteenth Avenue.....	232	242	474	91	265	132	369	265	894
Fifteenth Avenue.....	214	248	462	44	254	144	389	235	801
Fourteenth Avenue.....	152	161	313	40	155	118	281	212	882
Franklin	274	242	516	72	282	162	381	314	824
Hamburg Place.....	328	343	671	91	357	143	388	314	806
Hawkins Street.....	152	140	292	26	186	80	191	162	853
Hawthorne Avenue.....	223	185	408	48	205	135	225	290	892
Monmouth Street.....	419	433	852	105	496	251	568	417	747
Newton Street.....	354	300	714	163	127	482	483	411	851
Oliver Street.....	118	169	287	76	163	48	215	169	786
Seventh Avenue.....	343	298	641	196	398	47	419	349	832
South Street.....	105	161	266	53	163	80	183	158	864
South Eighth Street.....	183	196	379	31	222	126	287	245	856
South Tenth Street.....	212	166	378	38	187	133	274	224	88
Sussex Avenue.....	219	208	427	61	242	124	271	224	826
Thirteenth Avenue.....	328	274	602	93	347	162	365	301	825
Warren Street.....	120	145	265	43	184	38	172	149	867
Washington Street.....	123	133	256	33	117	66	192	169	882
Waverly Avenue.....	249	255	504	84	334	86	372	325	871
Total	6,291	6,421	12,712	1,946	7,191	3,575	9,016	7,522	884

* Includes thirty-four special teachers and supervisors.

** Includes thirty-three special teachers and supervisors.

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The following tables show the amount appropriated each year by the state and by the city for the support of the public schools of this city for the last ten years; also, the amount expended by the city for school house construction and for general school maintenance.

Year	Expended for Maintenance	Expended for Construction	City Appropriation	State Appropriation
1900	\$884,842.32	\$328,817.78	\$506,586.53	\$385,277.11
1901	929,000.12	2,386.71	553,875.26	377,086.00
1902	986,667.14	20,618.43	561,242.84	420,562.79
1903	1,077,735.90	215,341.28	635,994.56	437,279.01
1904	1,159,950.24	202,007.63	711,567.78	451,253.37
1905	1,284,675.98	327,898.42	831,724.31	476,558.17
1906	1,480,052.61	649,086.05	960,317.45	513,596.63
1907	1,637,706.96	577,807.78	843,378.14	778,819.86
1908 (6 mos.)	950,671.47	222,329.79	948,547.19	.....
1908-9	1,930,514.45	630,901.05	374,914.12	1,609,989.63

EXPENDED FOR DAY SCHOOL MAINTENANCE

Year	For general maintenance everything included	Same, not including extraordinary expenditures for supplies, heating and repairs	Same, not including expenditures for Evening Schools, Summer Schools, Playgrounds, etc.
1900	\$884,842.32	\$809,313.46	\$767,848.36
1901	929,000.12	855,584.07	810,298.81
1902	986,667.14	916,923.97	864,147.85
1903	1,077,735.90	1,011,049.98	947,721.77
1904	1,159,950.24	1,086,250.62	1,009,008.56
1905	1,284,675.98	1,196,183.02	1,095,953.50
1906	1,480,052.61	1,337,151.10	1,230,269.45
1907	1,637,706.96	1,522,531.27	1,389,271.66
1908 (6 mos.)	950,671.47	Est. 945,671.47	Est. 891,302.09
1908-9	1,930,514.45	1,624,463.86	1,456,349.45

The following tables show the per capita cost of day schools, cost of maintaining evening schools, summer schools, playgrounds, etc., and per capita cost of same.

PER CAPITA COST OF DAY SCHOOLS

Year	1. Total enrollment	2. Average enrollment	3. Average attendance	Cost per capita based on (1)	Cost per capita based on (2)	Cost per capita based on (3)
1900	34,761	29,662	25,827	\$22.08	\$25.88	\$29.73
1901	37,864	32,160	28,252	21.40	25.19	28.68
1902	40,619	32,831	29,764	21.27	26.32	29.03
1903	42,230	33,515	30,692	22.44	28.09	30.87
1904	43,742	35,292	32,484	23.06	28.59	31.06
1905	46,960	37,729	34,747	23.33	29.04	31.54
1906	48,947	39,651	36,862	25.13	31.02	33.37
1907	51,686	41,440	38,562	26.87	33.52	36.02
1908	53,880	43,417	40,523	Year not complete.		
1908-9	55,947	45,449	42,647	26.03	32.04	34.14

COST OF MAINTAINING EVENING SCHOOLS, SUMMER SCHOOLS, PLAYGROUNDS, ETC.

Year	Evening Schools	Summer Schools	Play- grounds	Recreation Centers	School Gardens	Lectures	Total
1900	\$34,366.34	\$5,206.51	\$1,500.00	.....	.....	\$ 392.25	\$41,465.10
1901	36,855.17	5,444.59	2,500.00	.....	.....	485.50	45,285.26
1902	42,140.80	7,633.22	2,730.35	.....	.....	271.75	52,776.12
1903	50,063.39	9,720.60	2,933.47	.....	.....	610.75	63,328.21
1904	60,694.64	13,098.21	2,468.01	.....	.....	981.20	77,242.06
1905	76,835.04	18,426.00	2,864.94	\$ 954.29	.....	1,149.25	100,229.52
1906	80,016.13	17,221.56	5,599.56	1,608.60	\$72.00	2,363.80	106,881.65
1907	96,508.14	22,594.21	6,904.00	2,649.32	874.44	3,730.50	133,259.61
1908*	47,928.12	344.08	1,391.66	1,222.45	175.20	3,954.25	55,015.76
1908-9	120,067.67	31,082.00	8,304.22	\$1,553.49	649.98	6,457.05	168,114.41

*Expended from January 1st to July 1st, 1908. Part of year only.

†Including after school recreation centres.

PER CAPITA COST OF EVENING SCHOOLS

Year	1. Total enrollment	2. Average enrollment	3. Average attendance	Cost per capita based on (1)	Cost per capita based on (2)	Cost per capita based on (3)
1900	4,236	2,909	2,235	\$8.11	\$11.81	\$15.37
1901	4,462	3,048	2,330	8.25	12.09	15.81
1902	5,606	3,267	2,608	7.51	12.57	16.15
1903	6,444	3,648	2,935	7.76	13.72	17.05
1904	7,377	3,975	3,203	8.22	15.26	18.94
1905	7,716	4,277	3,509	9.95	17.96	21.89
1906	8,242	4,481	3,747	9.70	17.85	21.35
1907	10,663	5,293	4,390	9.03	18.23	21.98
1908	13,594	6,666	5,627			
1908-9	13,971	7,305	6,184	8.53	16.32	19.28

PER CAPITA COST OF SUMMER SCHOOLS

Year	1. Total enrollment	2. Average enrollment	3. Average attendance	Cost per capita based on (1)	Cost per capita based on (2)	Cost per capita based on (3)
1899	4,353	.....	2,975	\$1.15	...	\$1.69
1900	4,633	.....	2,917	1.12	...	1.78
1901	5,165	3,834	3,065	1.05	\$1.42	1.77
1902	6,472	4,627	3,600	1.17	1.65	2.12
1903	8,073	5,762	4,958	1.20	1.68	1.96
1904	8,546	5,916	5,068	1.53	2.21	2.58
1905	8,548	6,170	5,168	2.15	2.98	3.56
1906	9,516	6,345	5,495	1.81	2.71	3.13
1907	10,299	7,092	6,127	2.19	3.18	3.68
1908	13,511	9,487	8,337	2.30	3.27	3.72

TABLE A

ESTIMATED VALUE OF SCHOOL HOUSES, SITES
AND SCHOOL FURNITURE.

Name of School House.	Value of Sites.	Building and Furniture.	Total.
Normal and Training.....	\$ 25,000	\$ 48,000	\$ 73,000
"Barringer" High.....	85,000	285,000	370,000
Abington Avenue.....	4,500	83,500	88,000
Alexander Street.....	8,800	62,000	70,800
Ann Street.....	7,200	55,000	62,200
Avon Avenue.....	9,000	134,000	143,000
Belmont Avenue.....	35,000	250,000	285,000
Bergen Street.....	14,000	164,000	178,000
Bruce Street.....	12,200	50,000	62,200
Burnet Street.....	36,000	238,000	274,000
Camden Street.....	14,000	59,000	73,000
Central Avenue.....	17,400	74,000	91,400
Charlton Street.....	24,200	99,600	123,800
Chestnut Street.....	10,000	51,000	61,000
Commerce Street.....	10,000	14,500	24,500
Eighteenth Avenue.....	7,000	60,000	67,000
Elizabeth Avenue.....	15,000	12,800	27,800
Elliot Street.....	16,000	100,000	116,000
Fifteenth Avenue.....	5,400	54,000	59,400
Fourteenth Avenue.....	19,000	118,000	137,000
Franklin	32,000	145,000	177,000
Hamburg Place.....	26,000	170,000	196,000
Hawkins Street.....	5,000	53,000	58,000
Hawthorne Avenue.....	21,000	144,000	165,000
Lafayette Street.....	39,600	183,000	222,600
Lawrence Street.....	25,000	45,000	70,000
Lincoln	7,800	75,000	82,800
Market Street.....	15,000	18,000	33,000
Miller Street.....	10,000	58,000	68,000
Montgomery Street Site.....	60,000	.....	60,000
Monmouth Street.....	8,000	60,000	68,000
Morton Street.....	45,000	95,000	140,000
Newton Street.....	39,000	77,000	116,000
North Seventh Street.....	12,500	55,000	67,500
Oliver Street.....	10,000	70,000	80,000
Park Avenue.....	800	2,500	3,300
Parker Street.....	18,000	.....	18,000
Peshine Avenue.....	10,900	5,500	16,400
Prospect Avenue.....	700	3,300	4,000
Ridge Street.....	10,000	5,000	15,000
Roseville Avenue.....	6,000	30,500	36,500
Seventh Avenue.....	21,500	63,500	85,000
Sixteenth Ward Site.....	14,600	.....	14,600
South Street.....	14,500	51,000	65,500
South Eighth Street.....	21,200	144,000	165,200
South Market Street.....	16,000	58,000	74,000
South Sixteenth Street.....	10,800	43,000	53,800
South Tenth Street.....	6,000	45,000	51,000
State Street.....	10,000	19,000	29,000

TABLE A—CONTINUED.

Name of School House.	Value of Sites.	Building and Furniture.	Total.
Summer Avenue.....	\$ 10,000	\$ 48,000	\$ 58,000
Summer Place.....	3,500	31,500	35,000
Sussex Avenue.....	18,000	53,000	71,000
Thirteenth Avenue.....	56,700	163,000	219,700
Ungraded School (Western).	7,200	.....	7,200
Ungraded School (Eastern).	4,000	.....	4,000
Walnut Street.....	8,000	7,000	15,000
Warren Street.....	28,000	137,000	164,000
Washington Street.....	42,000	76,000	118,000
Waverly Avenue.....	11,000	50,000	61,000
Webster Street Training....	40,000	25,000	65,000
Wickliffe Street.....	6,000	10,000	16,000
Commercial and Manual Training High.....	62,500	.....	62,500
High School (Southern Section)	40,000	.....	40,000
High School (Eastern Section)	43,000	.....	43,000
Marshall Street (Shop).....	10,000	5,000	15,000
Drawing School.....	17,000	15,000	32,000
Physical Training Field.....	41,000	.....	41,000
Total	\$1,339,500	\$4,351,200	\$5,690,700

TABLE B
SHOWING AVERAGE ENROLLMENT, SALARIES, COST OF SCHOOL BOOKS, OTHER ORDINARY EXPENSES, TOTAL ORDINARY EXPENSES, EXTRA-ORDINARY EXPENSES, TOTAL CURRENT EXPENSES, COST OF BOOKS PER PUPIL AND ANNUAL COST PER PUPIL.

SCHOOLS.	Average Enrollment	Salaries of Teachers	School Books, Stationery	Printing	Ordinary Expenses, Repairs, Fuel, Heating, Janitors, Rent, Etc.	Total Ordinary Expenses	Extraordinary Expenses for Sup-plies, Heating and Repairs	Total Current Expenses	Cost of Books per Pupil	Annual Cost per Pupil
Normal and Training—										
Normal Department.....	184	\$11,234.35	\$355.49	\$82.79	\$877.83	\$12,550.46	\$1,122.63	\$13,673.09	\$1.93	\$68.21
Training Department.....	289	14,700.03	563.17	19.97	1,755.67	17,038.84	2,245.28	19,284.12	1.98	58.96
Barringer High.....	1,339	90,471.57	6,754.06	435.69	11,412.97	109,074.29	4,384.72	113,459.01	5.04	81.46
High Annex, Market Street.....	133	8,399.45	44.91	4.88	2,046.34	10,491.58	1,024.05	11,519.13	.34	78.91
High Annex, State Street.....	342	16,689.50	37.00	6.42	1,587.38	18,320.30	2,326.53	20,646.83	.11	53.57
Abington Avenue.....	545	12,776.87	542.40	26.47	2,752.78	16,098.52	948.31	17,046.83	.99	29.35
Alexander Street.....	627	17,345.34	926.30	32.39	2,926.59	21,230.62	2,192.20	23,422.82	1.48	33.86
Ann Street.....	845	21,017.79	1,051.76	45.78	2,792.36	24,907.69	1,899.95	26,717.64	1.24	29.47
Avon Avenue.....	1,070	25,362.85	1,477.83	45.30	3,776.91	30,662.89	1,741.88	32,404.77	1.38	28.66
Belmont Avenue.....	1,905	36,354.66	4,409.13	73.54	6,019.31	47,056.64	7,655.97	54,712.61	2.32	24.70
Bergen Street.....	1,408	33,541.38	1,828.39	62.64	6,864.32	42,296.73	11,787.87	54,084.60	1.29	30.04
Blum Street.....	76	1,571.80	66.60	3.44	579.57	2,221.41	21.00	2,242.41	.87	29.23
Bruce Street.....	640	16,424.34	824.43	35.05	2,921.15	20,204.97	5,314.13	25,519.10	1.28	31.57
Burnet Street.....	1,234	18,556.96	1,856.96	57.66	5,723.99	38,800.44	6,381.73	45,182.17	1.50	31.44
Camden Street.....	1,191	26,299.27	1,274.87	72.65	3,005.48	30,652.27	3,610.81	34,263.08	1.07	25.73
Central Avenue.....	1,014	26,939.20	1,545.83	58.51	3,605.64	32,149.18	3,609.85	35,759.03	1.52	31.71
Charlton Street.....	1,619	37,136.83	2,269.53	74.96	4,299.44	43,780.76	2,512.10	46,292.86	1.40	27.04
Chestnut Street.....	718	20,340.17	895.71	38.01	2,226.71	23,500.60	633.12	24,133.72	1.25	32.73
College Place.....	153	5,717.13	192.08	6.51	1,294.82	7,150.54	61.25	7,211.79	.46	46.73
Colored.....	78	4,339.80	124.35	13.91	1,600.16	6,078.22	908.10	6,986.32	1.59	77.92
Eighteenth Avenue.....	1,144	26,920.44	1,836.32	54.87	3,128.75	31,949.38	2,247.59	34,196.97	1.60	27.92
Elizabeth Avenue.....	241	5,835.08	593.59	13.63	1,406.61	7,458.94	1,135.95	8,594.89	2.09	30.95
Elliot Street.....	976	25,344.76	1,406.25	39.48	4,320.59	31,111.08	834.29	31,945.37	1.45	31.88
Fifteenth Avenue.....	1,213	27,188.63	1,864.63	52.18	3,201.26	32,306.70	1,906.57	34,113.37	1.52	26.63

Fourteenth Avenue.....	761	17,400.70	999.60	31.02	2,857.73	21,319.05	132.58	21,451.63	1.31	28.01
Franklin.....	1,409	33,544.92	2,097.80	52.83	4,185.72	39,882.27	2,451.43	42,333.70	1.38	28.31
Hamburg Place.....	1,285	33,204.80	1,963.13	49.84	4,440.80	39,558.57	2,678.57	42,227.14	1.58	30.82
Hawthorne Street.....	518	13,771.14	617.69	25.78	2,304.27	16,745.94	1,738.72	18,484.66	1.19	32.97
Hawthorne Avenue.....	768	17,848.21	1,651.35	33.96	4,212.42	23,745.94	1,706.30	30,452.24	2.15	30.92
James Street.....	74	3,243.15	104.73	5.56	1,254.44	3,567.90	.....	3,567.90	1.11	32.72
Johnson Avenue.....	114	3,118.58	101.56	5.61	1,624.29	3,507.04	.....	3,507.04	1.89	33.77
Lafayette Street.....	1,008	25,142.94	1,245.29	45.70	2,703.34	29,137.27	886.02	30,023.29	1.23	28.91
Lawrence Street.....	441	14,066.78	541.19	18.68	1,800.50	16,427.15	1,119.68	17,546.83	1.22	37.25
Lincoln.....	246	7,171.08	977.17	11.98	1,839.23	9,397.46	5,071.84	15,069.30	3.98	40.64
Livingston Street.....	361	7,373.26	453.71	17.41	1,159.77	8,986.81	76.35	9,063.16	1.25	24.89
Miller Street.....	930	23,896.11	1,558.04	40.14	2,734.11	28,332.00	3,441.60	31,773.60	1.72	30.46
Monmouth Street.....	1,432	25,803.03	1,171.98	43.46	3,051.05	30,075.22	1,543.93	31,619.15	1.02	26.29
Morton Street.....	1,449	36,304.76	1,965.19	62.69	4,113.14	42,482.34	1,015.82	43,498.16	1.38	29.32
Newton Street.....	1,520	34,691.39	2,197.15	77.09	3,353.41	40,519.24	1,725.29	42,244.53	1.45	26.65
North Seventh Street.....	835	21,813.75	1,183.28	55.81	3,308.95	26,347.79	2,012.92	28,360.71	1.42	31.55
Oliver Street.....	806	19,766.48	1,203.08	43.40	3,035.49	24,048.45	3,833.91	27,882.36	1.49	29.83
Park Avenue.....	64	2,321.16	63.48	4.46	601.93	2,991.03	145.00	3,136.03	.99	46.73
Peshine Avenue.....	154	3,865.50	71.81	6.62	939.88	4,903.81	202.00	5,105.81	.47	31.15
Prospect Avenue.....	19	1,308.03	30.17	2.40	486.57	1,827.17	140.99	1,968.16	1.59	96.17
Ridge Street.....	174	4,546.71	196.27	5.18	870.66	5,618.82	221.05	5,839.87	1.13	32.29
Roseville Avenue.....	383	11,354.32	340.96	18.65	1,747.90	13,401.83	753.27	14,215.10	.89	35.15
Seventh Avenue.....	1,195	26,279.68	1,926.63	42.04	3,292.14	31,010.49	2,495.16	33,505.65	1.17	25.95
South Street.....	712	18,769.53	1,390.06	46.25	2,940.02	22,175.86	3,869.95	26,045.81	1.29	31.14
South Eighth Street.....	1,293	32,131.62	1,905.26	51.35	4,748.95	38,537.18	6,212.46	44,749.64	1.48	30.08
South Market Street.....	811	21,400.82	1,183.59	46.46	2,803.35	25,434.22	2,723.89	28,158.11	1.46	31.66
South Sixteenth Street.....	673	15,978.29	912.23	33.59	2,363.70	19,277.81	1,043.53	20,321.34	1.36	28.65
South Tenth Street.....	908	25,082.20	1,513.24	38.33	2,679.32	30,313.09	3,067.41	32,380.50	1.67	32.28
Summer Avenue.....	687	19,234.38	961.65	24.67	2,578.99	22,859.69	1,157.35	24,017.04	1.40	33.28
Summer Place.....	279	7,688.85	352.08	11.56	1,615.61	9,668.10	467.93	10,136.03	1.27	31.07
Sussex Avenue.....	775	18,329.99	1,017.27	40.16	2,548.34	21,935.76	486.99	22,422.75	1.31	28.31
Thirteenth Avenue.....	1,646	37,743.77	1,989.23	68.32	4,798.12	44,599.44	4,259.61	48,859.05	1.21	27.09
Walnut Street.....	295	8,510.71	257.11	15.19	1,363.59	10,146.60	412.32	10,558.92	.87	34.40
Warren Street.....	572	15,023.58	686.89	29.08	3,526.85	19,266.40	7,096.73	26,363.13	1.20	33.68
Washington Street.....	874	24,975.85	1,113.07	45.61	2,833.40	28,967.93	1,441.62	30,409.55	1.27	33.14
Waverly Avenue.....	830	19,955.34	1,012.06	33.69	2,560.50	25,561.59	1,818.48	27,380.07	1.22	28.39
Webster Street.....	375	10,237.99	391.77	14.86	1,647.77	12,292.39	467.42	12,759.81	1.04	32.78
Wickliffe Street.....	.....	.....	.....	79	583.47	.....	.....	594.26	.....	.....
Academy Street Ungraded.....	18	1,600.00	.....	2.16	304.12	1,931.86	.....	1,931.86	1.42	107.32
Burnet Street Ungraded.....	38	2,378.62	47.96	3.74	1,147	2,441.79	.....	2,441.79	1.26	64.25

TABLE B—CONTINUED.
 SHOWING AVERAGE ENROLLMENT, SALARIES, COST OF SCHOOL BOOKS, OTHER
 ORDINARY EXPENSES, TOTAL ORDINARY EXPENSES, EXTRA-ORDINARY EX-
 PENSES, TOTAL CURRENT EXPENSES, COST OF BOOKS PER PUPIL AND ANNUAL
 COST PER PUPIL.

SCHOOLS.	Average Enrollment	Salaries of Teachers	School Books, Stationery	Printing	Ordinary Expenses, Repairs, Fuel, Heating, Etc.	Total Ordinary Expenses	Extraordinary Expenses for Supplies, Heating and Repairs	Total Current Expenses	Cost of Books per Pupil	Annual Cost per Pupil
Alexander Street Evening.....	84	1,212.50	38.51	1.30	230.37	1,482.68	.....	1,482.68	.46	17.65
Belmont Avenue Evening.....	504	6,027.25	274.00	17.47	1,385.47	7,704.19	.....	7,704.19	.54	15.28
Bergen Street Evening High.....	173	4,354.00	302.56	3.96	414.56	5,075.08	497.00	5,572.08	1.74	29.33
Bergen Street Evening.....	121	1,915.00	91.16	9.32	161.02	2,176.70	.....	2,176.70	.75	17.39
Central Avenue Evening.....	284	3,244.00	154.22	14.24	513.51	3,925.97	.....	3,925.97	.54	13.82
Central Avenue Evening.....	312	6,414.00	342.90	14.81	512.16	7,283.87	298.00	7,581.87	1.10	23.34
Central Evening High.....	880	11,529.71	568.05	31.32	4,524.06	16,653.54	318.44	16,971.78	.64	18.70
Drawing and Annex.....	314	4,018.25	131.36	25.30	559.17	4,734.08	.....	4,734.08	.62	15.08
Eighteenth Avenue Evening.....	192	3,830.58	118.15	8.18	392.28	4,349.19	149.00	4,498.19	.61	22.05
Franklin Evening High.....	225	6,714.09	347.33	12.48	460.10	7,531.00	.....	7,531.00	1.54	15.71
Franklin Evening Elementary.....	740	6,676.00	304.03	6.21	805.03	7,791.27	496.00	8,287.27	.31	10.53
Hamburg Place Evening High.....	393	8,780.00	319.83	14.91	616.08	4,730.82	.....	4,730.82	.30	12.94
Hamburg Place Ev'g Elementary	393	8,170.00	306.43	26.34	523.17	4,121.34	.....	4,121.34	.31	12.94
Lafayette Street Evening.....	395	4,484.00	30.52	27.11	1,151.08	5,673.91	.....	5,673.91	.09	14.38
Morton Street Evening.....	395	4,484.00	30.52	27.11	1,151.08	5,673.91	.....	5,673.91	.09	14.38
Newton Street Evening.....	298	2,493.00	142.39	23.62	320.66	2,976.67	.....	2,976.67	.63	13.05
Seventh Avenue Evening.....	252	2,920.00	117.23	10.09	363.31	3,436.65	.....	3,436.65	.66	13.32
South Street Evening.....	278	2,162.00	174.94	38.15	404.40	2,762.56	.....	2,762.56	.83	17.39
South Eighth Street Evening.....	180	2,675.00	185.53	10.67	401.24	2,702.44	.....	2,702.44	.50	13.91
South Market Street Evening.....	240	2,630.00	182.31	14.64	442.71	3,338.66	.....	3,338.66	.76	13.91
South Tenth Street Evening.....	210	2,630.00	182.31	14.64	442.71	3,338.66	.....	3,338.66	.76	13.91
Thirteenth Avenue Evening High	562	6,654.67	404.07	27.65	666.12	7,752.51	300.00	8,052.51	.72	13.80
Thirteenth Avenue Evening Elem.	214	2,440.33	72.48	4.28	397.38	2,914.47	.....	2,914.47	.34	13.62
Washington Street Evening.....	288	2,570.00	123.79	19.23	291.51	3,004.53	.....	3,004.53	.43	10.39
Avon Avenue Summer.....	403	908.38	49.23	3.31	45.00	1,005.92	.....	1,005.92	.12	2.49
Belmont Avenue Summer.....	326	992.88	63.02	.01	35.25	1,097.16	.....	1,097.16	.21	3.36

Bergen Street Summer.....	287	876.50	69.48	1.11	33.00	979.09	.....	979.09	24	3.41
Bruce Street Summer.....	209	653.75	50.02	5.14	27.00	735.91	.....	735.91	24	3.52
Burnet Street Summer.....	175	498.75	29.43	2.40	18.00	548.58	.....	548.58	16	3.13
Camden Street Summer.....	387	931.00	5.89	3.26	33.00	993.15	.....	993.15	02	2.54
Central Avenue Summer.....	244	891.25	22.48	3.16	30.00	946.89	.....	946.89	09	3.88
Charlton Street Summer.....	334	875.50	75.77	4.49	39.00	994.76	.....	994.76	23	2.98
Eighteenth Avenue Summer.....	322	950.25	55.59	1.13	36.00	1,041.97	.....	1,041.97	17	3.24
Fifteenth Avenue Summer.....	415	888.50	27.40	2.06	39.00	956.96	.....	956.96	08	2.31
Fourteenth Avenue Summer.....	264	708.00	26.82	2.06	30.00	766.88	.....	766.88	10	2.90
Franklin Summer.....	436	1,062.25	13.29	3.09	39.00	1,117.63	.....	1,117.63	03	2.56
Hamburg Place Summer.....	481	1,329.75	29.89	.01	55.50	1,415.06	.....	1,415.06	06	2.95
Hawkins Street Summer.....	272	822.00	18.97	5.11	30.00	876.08	.....	876.08	07	3.22
Lafayette Street Summer.....	270	741.75	43.91	1.34	33.00	820.00	.....	820.00	16	3.04
Monmouth Street Summer.....	461	1,298.25	19.60	7.19	51.00	1,376.04	.....	1,376.04	01	2.96
Morton Street Summer.....	742	1,275.25	.....	5.13	63.00	1,343.38	.....	1,343.38	.....	1.81
Newton Street Summer.....	461	1,031.25	38.05	.06	42.00	1,111.36	.....	1,111.36	08	2.41
Oliver Street Summer.....	204	641.25	27.56	3.17	30.00	701.98	.....	701.98	14	3.44
Seventh Avenue Summer.....	471	1,208.38	25.81	5.14	30.00	1,281.33	.....	1,281.33	05	2.72
South Street Summer.....	165	620.38	18.84	1.34	24.00	665.32	.....	665.32	11	4.03
South Eighth Street Summer.....	303	911.50	49.16	1.34	30.00	992.00	.....	992.00	16	3.27
South Tenth Street Summer.....	301	904.50	8.70	1.08	36.00	950.28	.....	950.28	03	3.16
Sussex Avenue Summer.....	310	848.25	.....	5.14	30.00	883.39	.....	883.39	.....	2.85
Thirteenth Avenue Summer.....	329	968.50	89.50	5.25	51.00	1,114.25	.....	1,114.25	27	3.30
Warren Street Summer.....	249	706.25	21.30	5.31	33.00	765.86	.....	765.86	09	3.07
Washington Street Summer.....	212	687.75	21.30	3.25	23.00	736.30	.....	736.30	10	3.47
Waverly Avenue Summer.....	452	1,096.25	35.72	6.60	42.00	1,180.57	.....	1,180.57	08	2.61

PART III

SCHOOL DIRECTORY

BUILDINGS.

NORMAL AND TRAINING.

Location, Washington street, corner Linden; erected, 1853-54; opened as a High School, January 7th, 1855; enlarged, 1883; improved, 1886; opened as a Normal School, April 1st, 1899; class rooms, nineteen.

Janitor, SAMUEL HARRISON, 5 Arch street.

"BARRINGER" HIGH.

Location, Sixth avenue, Parker and Ridge streets; erected, 1897-98; opened, February 1st, 1899; class rooms, thirty-eight; gymnasium erected, 1909.

Janitor, JAMES R. McMONAGLE, 258 Fairmount avenue.

HIGH SCHOOL ANNEX.

(Market street.)

Location, Market street, near the Court House; erected, 1847; opened, January 2d, 1848; enlarged, 1883; opened as a Colored School, September 1st, 1899; opened as a High School Annex, September 14, 1908; class rooms, eight.

Janitor, OTTO J. HUEBNER, 117 William street.

HIGH SCHOOL ANNEX.

(State Street.)

Location, State street, near Broad; erected, 1846-47; opened, 1847; enlarged, 1882; opened as a High School Annex, September 14, 1908; class rooms, ten.

Janitor, JOSEPH MACK, 52 Wainwright street.

ABINGTON AVENUE.

Location, Abington avenue, corner North Seventh street; erected, 1900; opened, September, 1900; enlarged, 1906-7; class rooms, sixteen.

Janitor, CHRISTIAN SIEGWARTH, 727 North Sixth street

ALEXANDER STREET.

Location, Alexander street, near South Orange avenue; erected by Borough of Vailsburgh; annexed to Newark, January 1, 1905; class rooms, sixteen.

Janitor, WALTER H. ROLPH, 38 Sunset avenue.

ANN STREET.

Location, Ann street, between New York avenue and Elm road; erected, 1891-92; opened, September 12th, 1892; enlarged, 1897; class rooms, twenty.

Janitor, THOMAS H. DILLON, 65 Ann street.

AVON AVENUE.

Location, Avon avenue, opposite Seymour avenue; erected, 1905-6; opened, September 10th, 1906; enlarged, 1906-7; class rooms, twenty-three.

Janitor, EUGENE J. HANCOCK, 47 Chadwick avenue.

BELMONT AVENUE.

Location, Belmont avenue, corner West Kinney street; erected, 1905-6; opened, September 10, 1906; enlarged, 1908; class rooms, forty-four.

Janitor, JOHN BECHTOLD, 122 Belmont avenue.

BERGEN STREET.

Location, Bergen street, corner Bigelow street; erected, 1900; opened, September, 1900; enlarged, 1903-8; class rooms, forty.

Janitor, FRANK J. MARKSTEIN, 222 Chadwick avenue.

BLUM STREET.

Location, Blum street, near South 10th street; rented; opened, November 20, 1907; class rooms, two.

Janitor, VICTOR WOLFENBERGER, 33 Blum street.

BRUCE STREET.

Location, Bruce street, near Bank; erected, 1897-98; opened, September, 1898; enlarged, 1899; class rooms, sixteen.

Janitor, FREDERICK HEBRING, 373 Bank street.

BURNET STREET.

Location, Burnet street, between Orange and James; erected, 1868-69; opened, September 6, 1869; new addition erected 1906-07-08; class rooms, thirty-two.

Janitor, HARMON L. THOMPSON, 7 Eagle street.

CAMDEN STREET.

Location, Camden street, near Sixteenth avenue; erected, 1883-84; opened, September 5th, 1884; enlarged, 1900; class rooms, twenty-three.

Janitor, JACOB KERN, 302 Camden street.

CENTRAL AVENUE.

Location, Central avenue, near Newark street; erected, 1871-72; opened, September, 1872; enlarged, 1903; class rooms, twenty-six.

Janitor, JOHN CALLAN, 245 Central avenue.

CHARLTON STREET.

Location, Charlton street, corner Waverly avenue; erected, 1895; opened, September 9th, 1895; enlarged, 1899, 1903; class rooms, thirty-two.

Janitor, ADOLPH SAUPE, 18 Clayton street.

CHESTNUT STREET.

Location, Chestnut street, near Mulberry; erected, 1859-60; opened, September 24th, 1860; enlarged, 1870, 1900; class rooms, twenty.

Janitor, JACOB CONLEY, 18 Scott street.

COLLEGE PLACE.

Location, 36, 38 & 40 College place; rented; opened, October 1st, 1907; class rooms, six.

Janitor, JOHN ANGSTMAN, 38 College place.

COMMERCE STREET.

Location, Commerce street, east of Lawrence, erected, 1846-47; opened, 1847; class rooms, six; closed, August 1, 1909. This property sold, February, 1910.

EIGHTEENTH AVENUE.

Location, Eighteenth avenue, corner Livingston street; erected, 1871; opened, September, 1871; enlarged, 1900; class rooms, twenty-six.

Janitor, GARRETT CONLAN, 14 Fairview avenue.

ELIZABETH AVENUE.

Location, Elizabeth avenue, between Stanton and Bigelow streets; erected by Clinton Township, (Part of Clinton Township Annexed); opened, September 1st, 1869; closed, June 1st, 1881; reopened, April 4, 1892; enlarged, 1895; class rooms, six.

Janitor, JOHN W. MOORE, 166 Elizabeth avenue.

ELLIOT STREET.

Location, Elliot street, corner Summer avenue; erected, by Woodside Township, (Woodside Annexed, April 5th, 1871); opened, September, 1871; rebuilt, 1881; enlarged, 1890, 1895-96, 1905-6; class rooms, twenty-six.

Janitor, MILES I. COEYMAN, 155 Grafton avenue.

FIFTEENTH AVENUE.

Location, Fifteenth avenue, corner Fifteenth street; erected, 1895; opened, September 9th, 1895; enlarged, 1897; class rooms, twenty-four.

Janitor, JOHN H. JORDAN, 468 South Fourteenth street.

FOURTEENTH AVENUE.

Location, Fourteenth avenue, corner South Ninth street; erected, 1905-6; opened, September 10, 1906; enlarged, 1909; class rooms, twenty-six.

Janitor, JOHN MILLER, 369 South Ninth street.

FRANKLIN SCHOOL.

Location, Park avenue, corner Cutler street; erected, 1889; opened, September 16th, 1889; enlarged, 1895, 1903, 1906-7; class rooms, thirty-two.

Janitor, GEORGE W. JANIFER, 188 Ridge street.

HAMBURG PLACE.

Location, Hamburg place, near Ferry street; erected, 1881-82; opened, April 10th, 1882; enlarged, 1885-86, 1900, 1906-7; class rooms, thirty-four.

Janitor, MRS. MARGARET WECKENMANN, 23 Wall street.

HAWKINS STREET.

Location, Hawkins street, near Ferry; erected, 1887-88; opened, January 3d, 1889; enlarged, 1904; class rooms, sixteen.

Janitor, JAMES A. SULLIVAN, 144 Congress street.

HAWTHORNE AVENUE.

Location, Hawthorne avenue, near Clinton place; erected, by Clinton Township, (Annexed March 29th, 1897); opened, September 13th, 1897; enlarged, 1900, 1908; class rooms, twenty-one.

Janitor, F. W. SHORTMAN, 40 Wainwright street.

INDUSTRIAL SCHOOL.

JAMES STREET.

Location, 8 James street; rented; class rooms, four. Closed, February 1, 1910.

Janitor, CHARLES MEINERT, 15 James street.

JOHNSON AVENUE.

Location, Johnson avenue, corner Alpine street; opened, November 8, 1907; closed, December 24, 1907; reopened, February 1, 1908; class rooms, two.

Janitor, JOHN W. MOORE, 166 Elizabeth avenue.

LAFAYETTE STREET.

Location, Lafayette street, corner Prospect; erected, 1848-49; opened, July 27th, 1849; enlarged, 1863, 1870-71, 1881, 1884, 1904, 1909; class rooms, thirty-six.

Janitor, CHARLES A. OFFINGER, 573 Bergen street.

LAWRENCE STREET.

Location, Lawrence street, foot of Clinton; erected, 1872-73; opened, September 1st, 1873; remodeled, 1890; class rooms, twelve.

Janitor, WILLIAM WIGGINS, 22 Cherry street.

LIVINGSTON STREET.

Location, Livingston street, near Eighteenth avenue; rented; opened, February 1st, 1894; enlarged, 1897; class rooms, eight.

Janitor, GARRET CONLON, 14 Fairview avenue.

LINCOLN SCHOOL.

Location, Richelieu terrace, near Cliff street; erected, 1908; opened, December 9, 1908; class rooms, twelve.

Janitor, PHILIP ALEXANDER, 364 East Kinney street.

MILLER STREET.

Location, Miller street, near Sherman avenue; erected, 1880-81; opened, June 1st, 1881; enlarged, 1887-88, 1900; class rooms, twenty-two.

Janitor, JAMES J. BANNON, 150 Van Buren street.

MONMOUTH STREET.

Location, Monmouth street, between Spruce and Montgomery; erected, 1886-87; opened, May 2nd, 1887; enlarged, 1896; class rooms, twenty-five.

Janitor, WILLIAM OVERGNE, 20 Miller street.

MORTON STREET.

Location, Morton street, corner Broome; erected, 1851; opened, November 24th, 1851; enlarged, 1861, 1869, 1881, 1898; class rooms, thirty-eight.

Janitor, HERMAN BUSZ, 30 Morton street.

NEWTON STREET.

Location, Newton street, near South Orange avenue; erected, 1866-67; opened, September, 1867; enlarged, 1868; Burned, June, 1871; rebuilt, September-October, 1871; enlarged, 1873, 1900, 1904; class rooms, thirty-four.

Janitor, JOSEPH SCHUCK, 185 South Orange avenue.

NORTH SEVENTH STREET.

Location, North Seventh street, near Fifth avenue; erected, 1860, on Roseville avenue site; removed, 1874, to North Seventh street; opened, September 6th, 1874; new building erected, 1893-94; enlarged, 1897; class rooms, twenty.

Janitor, GEORGE H. SCHNARR, 185 Fourth street.

OLIVER STREET.

Location, Oliver street, near Pacific; erected, 1869; opened, September 6th, 1869; enlarged, 1903; class rooms, twenty-two.

Janitor, EMIL KOLLER, 54 Pacific street.

PARK AVENUE.

Location, Dayton street, near Evergreen avenue; erected by Clinton Township; Annexed, March 11th, 1902; class rooms, two.

Janitor, MRS. JOHN PETERS, 50 Evergreen avenue.

PESHINE AVENUE.

Location, Peshine avenue, near Watson avenue; erected by Clinton Township; Annexed March 11th, 1902; class rooms, four.

Janitor, MRS. DAVID MEYER, 148 Watson avenue.

PROSPECT AVENUE.

Location, Prospect avenue, corner Elizabeth avenue; erected by Clinton Township; Annexed, March 11th, 1902; class rooms, two.

Janitor, MRS. JOHN LATORA, Elizabeth avenue.

RIDGE STREET.

Location, Ridge street; near Montclair avenue; opened, September 10th, 1894; purchased, December 6th, 1895; class rooms, four.

Janitor, GEORGE W. HUNTLEY, 740 Ridge street.

ROSEVILLE AVENUE.

Location, Roseville avenue, near Orange street; erected, 1883-84; opened, April 16th, 1884; enlarged, 1903; class rooms, eleven.

Janitor, JAMES QUINN, 50 Bergen street.

SEVENTH AVENUE.

Location, Seventh avenue, corner Factory street; erected, 1899; opened, September 1st, 1899; enlarged, 1904; class rooms, twenty-seven.

Janitor, CARMINE FILIPONE, 14 Factory street.

SOUTH STREET.

Location, South street, corner Hermon; erected, 1883-84; opened, September 5th, 1884; enlarged, 1900; class rooms, twenty.

Janitor, EDWARD KIERNAN, 200 Thomas street.

SOUTH EIGHTH STREET.

Location, South Eighth street, near Central avenue; erected, 1872-73; opened, September 1st, 1873; enlarged, 1900, 1906-7; class rooms, thirty-five.

Janitor, PHILIP TULLY, 135 South 10th street.

SOUTH MARKET STREET.

Location, South Market street, corner Mott; erected, 1855-56; opened, May 4th, 1857; enlarged, 1899; class rooms, twenty-one.

Janitor, CHRISTIAN STEINES, 81 Mott street.

SOUTH SIXTEENTH STREET.

Location, South Sixteenth street, corner Madison avenue; erected, 1904-5; opened, February 15th, 1905; class rooms, twelve.

Janitor, CHARLES MORGENSTERN, 12 Seymour avenue.

SOUTH TENTH STREET.

Location, South Tenth street, corner Blum; erected, 1870; opened, January 2d, 1871; enlarged, 1879, 1888-89, 1896; class rooms, twenty-five.

Janitor, NICHOLAS MORGENSTERN, 549 South Eleventh street.

SUMMER AVENUE.

Location, Summer avenue, near Second; erected, 1883-84; opened, September 5th, 1884; enlarged, 1897; class rooms, sixteen.

Janitor, WILLIAM H. VAN NEST, 264 Clifton avenue.

SUMMER PLACE.

Location, Summer place, near Chester avenue; erected, 1903; opened, September, 1903; class rooms, eight.

Janitor, GOTTFRIED BIEBER, 62 Seabury street.

SUSSEX AVENUE.

Location, Sussex avenue, corner Third street; erected, 1900; opened, September, 1900; enlarged, 1904; class rooms, eighteen.

Janitor, JOHN H. LORD, 27 South 13th street.

THIRTEENTH AVENUE.

Location, Thirteenth avenue, corner Richmond street; erected, 1887-88; opened, November 19th, 1888; enlarged, 1891-92, 1903, 1906-7; class rooms, forty-one.

Janitor, JOSEPH WINCKLHOFFER, 248 Norfolk street.

WALNUT STREET.

Location, Walnut street, near Jefferson; erected, 1862; opened, January, 1863; remodeled, 1877; class rooms, eight.

Janitor, ALBERT HOFER, 131 New York avenue.

WARREN STREET.

Location, Warren street, between Wickliffe and Wilsey; erected, 1891-92; enlarged, 1908; opened, September 12th, 1892; class rooms, twenty.

Janitor, JAMES F. GAYNOR, 378 South Twelfth street.

WASHINGTON STREET.

Location, Washington street, near West Kinney; erected, 1868; opened, September 3d, 1868; enlarged, 1904; class rooms, twenty-five.

Janitor, ZENO W. DAY, 68 West Kinney street.

WAVERLY AVENUE.

Location, Waverly avenue, between Bergen and Kipp streets; erected, 1891-92; opened, October 20th, 1892; enlarged, 1900; class rooms, eighteen.

Janitor, JOHN LIND, 224 Avon avenue.

WEBSTER STREET TRAINING.

Location, Webster street, corner Crane; erected, 1855-56; opened, April 20th, 1857; class rooms, ten.

Janitor, HUGH COYNE, 92 High street.

WICKLIFFE STREET.

Location, Wickliffe street, corner School street; erected, 1848-49; opened, 1849; class rooms, six; closed, February 1, 1909.

DRAWING SCHOOL.

Location, 55 and 57 Academy street; purchased, 1908; opened, October 1st, 1897; class rooms, eight.

Janitor, ADAM W. SMITH, 355 Halsey street.

COMMERCE STREET (Rear Building).

Location, rear of Commerce street school building; erected, 1860; enlarged, 1868; opened as a Colored School, 1874; closed, 1899; opened as a Recreation Center, November, 1905; closed, August 1, 1909. This property sold February, 1910.

UNGRADED SCHOOL.

Location, 57 Academy street; opened, March 1, 1898; class rooms, one.

Janitor, ADAM W. SMITH, 355 Halsey street.

UNGRADED SCHOOL.

Burnet Street (Old Building.)

Opened, September 14, 1908; class rooms, two.

Janitor, HARMON L. THOMPSON, 7 Eagle street.

UNGRADED SCHOOL.

Location, South Tenth street, near Avon avenue; opened, January 3, 1910; class rooms, two.

Janitor, EUGENE J. HANCOCK, 47 Chadwick avenue.

SCHOOL DIRECTORY

TEACHERS.

NAME.	SCHOOL.	RANK.	ADDRESS.
Abeles, Mrs. Ray S.....	15th Ave.....	Assistant ...	176 Peshine ave.
Aber, Laura E.....	Washington St.	Assistant ...	15 Snyder st., O'ge.
Achenbach, Annie.....	South 8th St....	1st Assistant.	450 Summer ave.
Adam, Anna F.....	Charlton St....	Assistant ...	78 Harrison pl., Irv.
Adams, Alvia C.....	South 8th St....	V. Principal.	38 N. Walnut st., E.O.
Adams, Flora.....	13th Ave.....	Assistant ...	17 Prospect st., E.O.
Albertson, Mabel W.....	Ann St.....	Assistant ...	70 Court st.
Alden, Mary M.....	South Market St	Assistant ...	50 North Seventh st.
Allen, Edith F.....	Summer Pl.....	Assistant ...	27 Wakeman ave.
Allen, Georgia M.....	High	Assistant ...	453 Summer ave.
Allen, Jane E.....	Washington St G	V. Principal.	316 Belleville ave.
Allen, M. Ethel.....	Bruce St.....	Assistant ...	283 Belleville ave.
Alyea, Cornelia L.....	Lawrence St....	Assistant ...	557 Summer ave.
Ambroze, Stella.....	South St.....	Assistant ...	178 Ferry st.
Anderson, Flora I.....	Bruce St.....	Assistant ...	37 Bruce st.
Anderson, Henry S.....	Washington St.	Principal ...	193 South Sixth st.
Andrew, Mary A.....	Burnet St.....	1st Assistant.	19 Warren pl.
Anthony, Helen R.....	Bergen St.....	Assistant ...	18 Stratford pl.
Anthony, Lizzie.....	Warren St.....	Assistant ...	443 Seventh ave.
Antz, Natalie.....	High	Assistant ...	273 Parker st.
Applin, Mrs. Etta E.....	13th Ave.....	Assistant ...	226 South Eleventh st.
Arbuckle, Marion A.....	15th Ave.....	Assistant ...	41 Nelson pl.
Aschenbach, Mrs. L.G....	Camden St....	Assistant ...	43 Steuben st., E. O.
Atherton, Clara L.....	Sussex Ave.....	Assistant ...	20 S. Walnut st., E.O.
Atherton, E. Maude.....	13th Ave.....	Assistant ...	17 Williams st., W. O.
Atherton, Rose B.....	Sussex Ave.....	Assistant ...	45 Steuben st., E. O.
Athey, Mrs. Sara P.....	Charlton St....	Clerk	71 Wakeman ave.
Atterbury, Emily G.....	Charlton St....	Assistant ...	34 N. 16th st., E. O.
Axtell, Sarah B.....	Cooking	Special	260 W. Clinton av. Irv.
Ayers, Jessie M.....	Avon Ave.....	Assistant ...	63 Alpine st.
Backus, Belle F.....	Camden St....	Assistant ...	65 North Sixth st.
Backus, Grace.....	Summer Ave....	Assistant ...	291 Broad st.
Backus, May J.....	Camden St....	Assistant ...	65 North Sixth st.
Badgley, Mrs. Ina C.....	Monmouth St....	Assistant ...	507 Academy st., S. O.
Badgley, Nellie M.....	Newton St.....	Assistant ...	256 South Sixth st.
Bagley, Jessica.....	Oliver St.....	Assistant ...	406 W. 124th st., N. Y.
Bagnulo, Lucia.....	7th Ave.....	Assistant ...	335 North Sixth st.
Bailey, Emma.....	Camden St....	Kind'g Asst..	32 Orleans st.
Bainbridge, Emma J.....	South 10th St. P.	V. Principal.	32 Astor st.
Baird, Margaret.....	18th Ave. G....	V. Principal.	102 Sherman ave.
Baker, Elizabeth M.....	Hamburg Pl....	Assistant ...	32 Mt. Pleasant ave.
Baker, Ruth M.....	Camden St....	Kind'g Asst..	117 Second ave.
Balcom, A. G.....	Franklin	Principal ...	167 Mt. Prospect ave.
Baldwin, Mrs. Anna L....	Bergen St.....	Assistant ...	8 South Eleventh st.
Baldwin, E. Belle.....	Morton St.....	Assistant ...	213 Garside st.
Baldwin, E. Marcia.....	Bergen St.....	Assistant ...	135 South Ninth st.
Baldwin, Emma F.....	Hamburg Pl. G.	V. Principal.	327 Summer ave.
Baldwin, Hazel B.....	Morton St.....	Assistant ...	442 Badger ave.
Baldwin, Jeannette B....	South 8th St....	Assistant ...	90 North Seventh st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Baldwin, Lucasta C.....	North 7th St...	Assistant ...	5 Warren st.
Ball, Katherine V.....	18th Ave.....	Assistant ...	328 High st.
Ball, Marion.....	Bergen St.....	Assistant ...	233 Broad st.
Bamberger, Morris.....	Bergen St.....	Principal ...	43 Ingraham pl.
Banner, S. Kathryn.....	Newton St.....	H'd Assistant	188 South Ninth st.
Barbour, Kate H.....	Central Ave.....	Kind'g Asst..	632 Mt. Prospect ave.
Barnum, Gertrude E.....	Morton St.....	Assistant ...	216 Sixth ave.
Barr, Morris L.....	High	H'd Assistant	71 North Eleventh st.
Barry, Agnes E.....	13th Ave.....	Assistant ...	1151 Broad st.
Barth, Annie.....	Charlton St.....	Assistant ...	105 Monmouth st.
Bartley, R. Ella M.....	Blum St.....	Assistant ...	40 South st.
Barton, Charlotte E.....	South 8th St.....	Assistant ...	68 North Sixth st.
Bassett, Marion H.....	Newton St.....	Assistant ...	73 Hillside ave.
Bassett, May V.....	Webster St. Trg.	Model & Critic	55 Leslie st.
Bauer, Isabel P.....	Lafayette St....	Assistant ...	136 New York ave.
Bauer, Mrs. Marjorie H.	Monmouth St....	Assistant ...	454 Clinton ave.
Baxter, Anna W.....	Miller St. P....	V. Principal.	177 Mt. Prospect ave.
Baxter, Grace F.....	Monmouth St....	Assistant ...	15 Elm st.
Baxter, Lillian E.....	Franklin	Assistant ...	11 Park pl., Bloomf'd
Bayley, Eva E.....	South Market St.	Clerk	171 Halsted st., E. O.
Beach, Della W.....	Central Ave.....	Assistant ...	346 High st.
Beach, Emma R.....	15th Ave.....	Assistant ...	327 So. Orange ave.
Beach, Estelle.....	Hawthorne Ave.	Assistant ...	8 Homestead park.
Beach, Lillian P.....	Hawthorne Ave.	Assistant ...	16 White ter.
Bearse, Edith G.....	Sussex Ave.....	Kind'g Direct.	434 William st., E. O.
Becht, Minnie R.....	13th Ave.....	Assistant ...	87 West Kinney st.
Becker, Dorothy E.....	South Market St.	Assistant ...	916 Highland ave.
Becker, Gertrude.....	Avon Ave.....	Assistant ...	80 Washington ave.
Bedell, Mary E.....	South St.....	V. Principal.	42 South Tenth st.
Beers, Ella E.....	Bergen St.....	Kind'g Direct.	44 Nairn pl.
Belcher, Josephine A.....	Sewing	Special	571 Summer ave.
Belcher, Katherine F.....	High	Assistant ...	819 Grove st., Eliz.
Bell, Mrs. Grace D.....	15th Ave.....	V. Principal.	79 Sherman ave.
Beltaire, Annie L.....	Morton St. P....	V. Principal.	33 Morton st.
Benbrook, Elsie M.....	Elizabeth Ave...	Assistant ...	214 Peshine ave.
Bendet, Helen.....	Morton St.....	Assistant ...	48 Brunswick st.
Benfield, Florence A.....	Waverly Ave...	Kind'g Asst..	726 Highland ave.
Benkert, Ella A.....	So. 10th St. Ung.	H'd Tchr....	112 Chadwick ave.
Bennett, Ida I.....	13th Ave.....	Clerk	72 South Twelfth st.
Bennett, Laura J.....	Burnet St. G....	V. Principal.	35 Burnet st.
Bennette, Florence E.....	South 8th St....	Assistant ...	150 Mt. Prospect ave.
Benson, Martha P.....	15th Ave.....	Assistant ...	48 North Seventh st.
Berger, Deborah E.....	Charlton St.....	Assistant ...	372 Clinton ave.
Berger, Esther.....	Monmouth St....	Assistant ...	585 Clinton ave.
Berger, Mathilda G.....	Belmont Ave....	Assistant ...	35 Bruen ave., Irv'g'n
Berry, Estelle V.....	Elizabeth Ave...	H'd Assistant	55 Astor st.
Berry, Jennie B.....	South Market St.	Kind'g Asst..	159 Littleton ave.
Besse, Charle.....	South 10th St.	Kind'g Asst..	12 Summer st., O'ge.
Beyer, Carrie E.....	Hamburg Pl....	Assistant ...	251 New York ave.
Bieler, Louise E.....	Newton St.....	Clerk	3 Eighth ave.
Biggin, Mrs. Elizabeth T.	Lafayette St....	Assistant ...	114 Union st.
Bioren, Edith J.....	Miller St.....	Kind'g Asst..	61 Sherman ave.
Bioren, Edna M.....	South 16th St..	Kind'g Asst..	61 Sherman ave.
Bird, Mary R.....	Lafayette St. P.	V. Principal.	113 Bruen st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Bishop, Lorena E.	7th Ave.	H'd Assistant	29 North Ninth st.
Bixby, Mrs. Fannie E.	7th Ave.	Assistant ...	260 Mt. Pleasant ave.
Blaikie, Julia B.	Belmont Ave.	Kind'g Direct.	424 William st., E. O.
Blaikie, Rachel B.	18th Ave.	Kind'g Direct.	424 William st., E. O.
Blake, Katharine.	Alexander St.	Kind'g Direct.	120 Prospect pl., S. O.
Blake, K. S.	Bruce St.	Principal	524 Ridge st.
Blau, Elsie.	Central Ave.	H'd Assistant	89 Baldwin st.
Blauvelt, Katherine I.	Summer Pl.	Assistant ...	320 Summer ave.
Blevney, Pearl F.	Warren St.	Assistant ...	301 Roseville ave.
Blewitt, Mary A.	South Market St.	Assistant ...	141 Van Buren st.
Bloodgood, Ethel C.	Central Ave.	Assistant ...	84 North Ninth st.
Bloomfield, Mary E.	South 10th St.	Kind'g Direct.	51 South Tenth st.
Bock, Amy D.	Hawthorne Ave.	H'd Assistant	44 Millington ave.
Bodine, Helen D.	15th Ave.	Assistant ...	27 Harrison st., E. O.
Bodler, Anna.	Normal & Train	T'ch'rof Theo.	25 Central ave.
Boggs, Elsie E.	Hawthorne Ave.	Assistant ...	122 Leslie st.
Bohl, Minnie H.	Alexander St.	Assistant ...	18 Alexander st.
Bollenbach, Cornelia H.	Abington Ave.	Assistant ...	21 New st., Bloom'f'd.
Bolles, Grace I.	Avon Ave.	Assistant ...	17 Burnet st.
Bond, Albina R.	Roseville Ave.	Assistant ...	14 Roseville ave.
Bond, Emma S.	South 8th St.	Assistant ...	14 Roseville ave.
Bonnell, Edna C.	South 10th St.	Assistant ...	228 Sixth ave.
Botsford, Hazel N.	Belmont Ave.	Assistant ...	458 Summer ave.
Bough, Jessie E.	Burnet St.	Assistant ...	8 Park st.
Boutwell, Anna.	13th Ave.	Assistant ...	29 South Twelfth st.
Bower, Helen.	Summer Ave.	H'd Assistant	62 Kearny st.
Bowlby, Elizabeth.	Manual Training	Special	725 Ridge st.
Boylan, Fannie A.	Miller St.	Assistant ...	38 Emmet st.
Bradford, Mary A.	Elliot St. P.	V. Principal.	23 Wakeman ave.
Bradley, Ada B.	Lincoln	Assistant ...	17 Geneva st.
Brangs, Edna G.	Hawthorne Ave.	Assistant ...	335 Roseville ave.
Bray, Essie.	Bergen St.	Assistant ...	53 Ninth ave.
Brelsford, Florence.	7th Ave.	H'd Assistant	80 Broad st.
Brewer, Florence A.	North 7th St.	1st Assistant.	315 Seventh ave.
Briggs, Loretta A.	Elliot St.	Assistant ...	19 Chestnut st., E. O.
Bristol, Kate L.	South 8th St.	Assistant ...	135 South Eleventh st.
Brittain, Lois S.	Sussex Ave.	H'd Assistant	162 North Ninth st.
Brittain, Mary E.	North 7th St.	Assistant ...	162 North Ninth st.
Britton, Madge E.	Ridge St.	Assistant ...	74 Wakeman ave.
Broadhead, William G.	High	Gymnastics ..	111 Halsey st.
Brookfield, Mabel H.	Summer Ave.	Assistant ...	252 Ridge st.
Browazki, Grace G.	Bruce St.	Assistant ...	51 Ninth ave.
Brower, Mildred V.	Charlton St.	Assistant ...	1203 Broad st.
Brown, Alice S.	Elizabeth Ave.	Assistant ...	80 Hillside ave.
Brown, Elizabeth J.	Johnson Ave.	Assistant ...	80 Hillside ave.
Brown, Mrs. Georgiana A.	Summer Ave.	Assistant ...	295 Summer ave.
Brown, Grace L.	Charlton St.	Kind'g Direct.	298 Clifton ave.
Brown, Grace T.	Central Ave.	Assistant ...	110 Hamilton st., E. O.
Brown, Eliza I.	Livingston St.	Assistant ...	79 Belleville ave.
Brown, Laura I.	South St.	Assistant ...	334 Orange st.
Brown, Mary K.	Summer Ave.	1st Assistant.	57 Taylor st.
Brownell, Elizabeth.	13th Ave.	Assistant ...	97 North Ninth st.
Bruen, Grace E.	Hamburg Pl.	Assistant ...	194 Lincoln ave.
Bryant, Lillian F.	Bergen St.	Assistant ...	61 North Eleventh st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Bryce, Catherine R.....	Avon Ave.....	Assistant	539 High st.
Buchanan, Fanny L.....	Normal & Train.	Model & Critic	201 Mt. Pleasant ave.
Buehler, Annie J.....	Hamburg Pl....	Assistant	542 Sandford ave.
Buhl, Elizabeth L.....	Charlton St....	Assistant	343 Belmont ave.
Buhl, Kathryn C.....	Bergen St.....	Assistant	343 Belmont ave.
Bull, Harriet I.....	Charlton St....	Assistant	85 Sherman ave.
Burchard, Etta A.....	Central Ave.....	Assistant	20 S. Walnut st., E.O.
Burdette, Jane C.....	Waverly Ave...	Assistant	41 Seymour ave.
Burdick, May G.....	15th Ave.....	Kind'g Asst..	538 Adams ave. Eliz.
Burgess, Clare W. G.....	13th Ave.....	Kind'g Asst..	62 Roseville ave.
Burgyes, Annie S.....	North 7th St..	Assistant	96 North Seventh st.
Burgyes, Edith.....	Camden St....	Assistant	96 North Seventh st.
Burke, Lucy M. V.....	Belmont Ave...	Assistant	41 Seymour ave.
Burkhart, Cecelia M.....	Ridge St.....	Assistant	346 Mt. Prospect ave.
Burnett, Priscilla.....	South 16th St..	Assistant	890 So. Sixteenth st.
Burns, Katharine C.....	South St.....	Assistant	327 Lenox ave., N. Y.
Burns, Margaret S.....	14th Ave.....	Assistant	190 Parkway, E. O.
Burton, Orre L.....	Central Ave....	Kind'g Direct.	31 North Seventh st.
Bush, Jessie.....	Newton St.....	Assistant	15 So. Thirteenth st.
Butler, Aimee A.....	18th Ave.....	Kind'g Asst..	267 Jelliff ave.
Büttner, Marie.....	High	H'd German Dept.	24 Church st., Montc.
Butterworth, Horace....	Belmont Ave....	Gymnastics ..	537 High st.
Cahill, Rose V.....	Belmont Ave...	Assistant	40 South st.
Callahan, B. Theresa....	Alexander St...	1st Assistant.	29 South Twelfth st.
Camden, Marian D.....	Burnet St. P...	V. Principal.	20 Central ave.
Carlisle, Annetta.....	Avon Ave.....	Assistant	51 Chadwick ave.
Carnahan, Jean P.....	Morton St.....	Assistant	45 South Seventh st.
Carpenter, Harriet Pearl.	Normal & Train.	T'ch'rof Theo.	Stirling, N. J.
Carris, Lewis H.....	Burnet St.....	Principal	217 Sixth ave.
Carter, S. Fannie.....	Walnut St.....	Principal	35- Park st.
Caspari, Mrs. Ottilie....	High	Assistant	182 Main st., E. O.
Caufield, Agnes V.....	Hawkins St....	Kind'g Direct.	825 South Eleventh st.
Caufield, Mary L.....	Cooking	Supervisor ..	825 South Eleventh st.
Chambers, May A.....	7th Ave.....	Kind'g Asst..	87 Fourth ave.
Chapman, Mrs. Eleanor P.	Walnut St.....	Assistant	372 Clinton ave.
Chase, Mabel J.....	Drawing	Asst. Superv.	39 Hampton pl., Nut'y
Chatten, M. Elizabeth...	Bergen St.....	Assistant	65 Treacy ave.
Chitterling, Adele H.....	Monmouth St...	Assistant	64 Park ave., Bloom'd
Chitterling, Emily B....	Belmont Ave...	Assistant	64 Park ave., Bloom'd
Christie, Emma C.....	Bergen St.....	Assistant	38 Thomas st.
Clark, Henrietta V.....	Ann St.....	Assistant	13 Clover st.
Clark, Mildred L.....	Chestnut St....	Assistant	56 Warren st.
Clark, S. Louise.....	Elizabeth Ave..	Principal	11 Miller st.
Clarke, Agnes B.....	Hamburg Pl....	V. Principal.	112 Treacy ave.
Clarke, Lillian.....	Elliot St.....	Assistant	62 Heller parkway.
Clarke, Phyllis E.....	Hawthorne Ave.	V. Principal.	1203 Broad st.
Clawson, Josephine M...	Bruce St.....	Kind'g Direct.	27 S. Walnut st., E.O.
Clayton, Florence P.....	Belmont Ave....	Assistant	45 West st.
Clement, Abbie L.....	15th Ave.....	Assistant	70 Pennsylvania ave.
Clifford, Agnes L.....	Franklin	Assistant	185 Parker st.
Coats, Harriet S.....	Chestnut St....	Assistant	765 De Graw ave.
Cobb, Valina M.....	Charlton St....	Assistant	24 Vanderpool st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Coe, Cornelia S.....	Franklin	Assistant ...	46 Mt. Pleasant ave.
Coe, Jessie D.....	Newton St. G....	V. Principal.	212 Walnut st., Nutl'y
Coe, Jessie L.....	Hamburg Pl....	Assistant ...	46 Mt. Pleasant ave.
Cole, Agnes.....	Bergen St.....	Assistant ...	582 Penna. ave., Eliz.
Coleman, Mary A.....	Franklin	Assistant ...	234 Clifton ave.
Coleman, Mary S.....	Hawthorne Ave.	Kind'g Direct.	250 Mulberry st.
Collard, Thomas T.....	North 7th St...	Principal ...	280 Summer ave.
Collins, Robert S.....	Manual Train....	Special	202 Hillside ave.
Combs, Vienna Y.....	Bruce St.....	Assistant ...	164 Roseville ave.
Commerford, Margaret...	14th Ave.....	Assistant ...	21 Noll pl.
Comstock, Alice M.....	South 10th St...	Assistant ...	66 Little st., Bellev.
Conant, S. Lorena.....	Bruce St.....	Kind'g Asst..	51 Hawthorne av. E.O.
Condit, Edna L.....	Burnet St.....	Assistant ...	301 Seventh ave.
Condit, Ethel L.....	Abington Ave...	Assistant ...	Park ave., Caldwell
Cone, Anna G.....	Newton St.....	Assistant ...	237½ South 8th st.
Conger, Theodora.....	7th Ave.....	Assistant ...	51 North Eleventh st.
Conklin, Mrs. Belle Henry	Morton St.....	Assistant ...	44 Avon pl.
Conkling, George.....	South St.....	Assistant ...	177 Clinton ave.
Conkling, Myra.....	13th Ave.....	Assistant ...	14 Patterson st., O'ge
Connell, Mrs. Hattie J...	Avon Ave.....	Assistant ...	151 Chadwick ave.
Conner, Mildred M.....	Washington St..	Assistant ...	33 James st.
Conover, Harriet R.....	Waverly Ave...	Kind'g Direct.	25 Central ave.
Conover, Margaret D....	Lawrence St....	Assistant ...	25 Central ave.
Considine, Margaret G....	Newton St.....	Assistant ...	919 Broad st.
Cook, Edith M.....	15th Ave.....	Assistant ...	167 Mt. Prospect ave.
Cook, Mary S.....	Hawkins St....	Assistant ...	110 Halsey st.
Cooley, Grace E.....	High	Assistant ...	54 G'w'd ave., Montc.
Coons, Edna S.....	Warren St.....	Assistant ...	127 No. 17th st., E. O.
Cornwell, Gertrude L....	Washington St..	Assistant ...	76 Wickliffe st.
Cory, Frances E.....	Bergen St.....	Assistant ...	43 S. Walnut st., E. O.
Coult, Eliza A.....	Summer Ave. G.	V. Principal.	58 Mt. Pleasant ave.
Coult, H. Margaret.....	High	H'd Eng. Dept.	58 Mt. Pleasant ave.
Coupland, Rose E.....	Oliver St.....	Assistant ...	159 Littleton ave.
Courrier, Jane D.....	Belmont Ave. P.	V. Principal.	17 Roseville ave.
Courter, C. May.....	Morton St.....	Kind'g Asst..	167 Lincoln ave.
Cowell, Edna A.....	Monmouth St...	Kind'g Asst..	55 Lenox ave., E. O.
Cowell, Maud M.....	Washington St.	Kind'g Direct.	55 Lenox ave., E. O.
Cox, Evelyn B.....	13th Ave.....	Assistant ...	191 Fourth st.
Cox, Martin L.....	13th Ave.....	Principal ...	320 Clifton ave.
Crane, Elizabeth K.....	Morton St.....	1st Assistant.	133 Milford ave.
Crane, Helen S.....	Avon Ave.....	Assistant ...	133 Milford ave.
Crane, H. Louise.....	Charlton St....	Assistant ...	133 Milford ave.
Crane, Lunevra F.....	South 8th St...	Assistant ...	43 South Eleventh st.
Crane, Mary E.....	Ann St.....	Kind'g Direct.	31 Brunswick st.
Crater, Mrs. Georgia B..	Chestnut St. P.	V. Principal.	17 Pennington st.
Crawford, Etta.....	Roseville Ave...	Kind'g Direct.	215 N. Maple av. E.O.
Crawford, E. Winifred...	Newton St.....	Assistant ...	98 McWhorter st.
Crawford, Katharine M..	Hamburg Pl....	Assistant ...	111 Summer ave.
Cresse, S. Winifred.....	Hamburg Pl....	Kind'g Asst..	303 Avon ave.
Cronin, Mary C.....	Livingston St...	Assistant ...	Rockaway, N. J.
Crosse, Franklin.....	High	Assistant ...	147 Mt. Prospect ave.
Cullen, Mrs. Madeleine B.	14th Ave.....	Assistant ...	632 Mt. Prospect ave.
Cumberland, James G....	Phys. Training.	Ass't Direct.	459 High st.
Cummins, Elizabeth.....	Manual Training	Special	198 North Seventh st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Cunningham, Maude I....	14th Ave.....	Clerk	80 Elizabeth ave.
Curtis, Clara I.....	Miller St.....	1st Assistant.	11 Parkhurst st.
Curtiss, Mabel J.....	Newton St.....	Kind'g Asst..	56 Fabyan pl.
Dager, Mrs. Lilian E....	Bergen St.....	1st Assistant.	293 Clifton ave.
Dain, Lillian E.....	Monmouth St...	H'd Assistant	27 Court st.
Davidson, Rebecca T....	South St.....	Assistant ...	1135 Broad st.
Davies, Edith A.....	Hamburg Pl....	Assistant ...	204 Carroll st.. Pat'n
Davis, Adelaide E.....	Newton St. P. .	V. Principal.	135 Hillside ave.
Davis, Mrs. Alice C.....	Warren St.....	Assistant ...	331 Sussex ave.
Davis, Effa T.....	South 16th St...	Assistant ...	216 Belleville ave.
Day, Annie C.....	Washington St.	1st Assistant.	Clint'n av. & Clint'n pl.
Day, Lena L.....	South Market St.	1st Assistant.	48 S. Walnut st., E.O.
Day, Margaret A.....	Washington St.	1st Assistant.	Clint'n av. & Clint'n pl.
Dean, G. Julia.....	Lafayette St. G.	V. Principal.	729 Ridge st.
Dean, Hester B.....	High	H'd Assistant	256 North Seventh st.
Dean, Margaretta.....	Roseville Ave...	V. Principal.	256 North Seventh st.
Dean, M. Ida.....	Academy St. Ung.	H'd T'chr...	729 Ridge st.
Dearie, Catherine S.....	Burnet St.....	Kind'g Asst..	239 Clifton ave.
Dearie, Jean A.....	Camden St.....	Assistant ...	239 Clifton ave.
DeCamp, Marie L.....	Johnson Ave....	Kind'g Direct.	Montrose ave., Vero'a
DeCamp, Maud R.....	Abington Ave...	Kind'g Asst..	Montrose ave., Vero'a
Decker, C. Ethel.....	Burnet St.....	Assistant ...	10 Saybrook pl.
De Garmo, Mary S.....	Central Ave....	1st Assistant.	325 Clifton ave.
DeHart, Lavinia P.....	Hamburg Pl....	Assistant ...	R.F.D. No. 4 N. Bswk.
Deidrick, Anna R.....	South 8th St...	Clerk	321 South Tenth st.
Deidrick, Hortense.....	Manual Training.	Special	321 South Tenth st.
Deignan, Alice E.....	Walnut St.....	Assistant ...	1101 Broad st.
Delaney, Alice G.....	7th Ave.....	Assistant ...	330 Clifton ave.
Delaney, Margaret C....	Ann St	Assistant ...	35 Read st.
Delaney, Maude M.....	Central Ave....	H'd Assistant	312 High st.
Delaney, Regina C.....	Sussex Ave....	V. Principal.	312 High st.
Delany, Helen G.....	Hawkins St.....	Kind'g Asst..	825 South Eleventh st.
Demarest, Daisy E.....	14th Ave.....	Assistant ...	70 Ninth ave.
DeMott, Linda M.....	15th Ave.....	Assistant ...	204 Plane st.
Denbigh, Mary L.....	Lafayette St...	Assistant ...	37 Treacy ave.
Denning, Mrs. Jennie M..	Washington St.	Assistant ...	73 Hillside ave.
Denton, Mabel.....	High	Assistant ...	35 Will'n ave., Bl'f'd
Dettmer, Juliet.....	Sussex Ave....	Assistant ...	9 North Sixth st.
DeWitt, Lydia A.....	Burnet St.....	Assistant ...	314 Summer ave.
Dey, Lurena.....	14th Ave.....	V. Principal.	206 First st.
Diffily, Winifred A.....	13th Ave.....	Assistant ...	45 Stratford pl.
Dietz, Clara.....	14th Ave.....	1st Assistant.	2 Emmerson st., E. O.
Dill, Clara M.....	South 10th St...	Assistant ...	541 Orange st.
Dillon, M. May.....	Roseville Ave...	Assistant ...	93 South Tenth st.
Disbrow, Florence W....	Elliot St.....	Assistant ...	759 DeGraw ave.
Ditmars, Effie M.....	Lincoln	Assistant ...	272A Summer ave.
Dixon, Jessie E.....	Warren St.....	Kind'g Direct.	564 High st.
Dobbins, Christine M....	High	Gymnastics .	8 Homestead park.
Dodd, Edna B.....	North 7th St...	Kind'g Direct.	177 North Ninth st.
Dodge, Ruth C.....	Burnet St.....	Assistant ...	72 Fourth ave.
Doherty, H. Grace.....	Hawkins St.....	Assistant ...	1180 Broad st.
Dolan, Ada C.....	Camden St.....	Assistant ...	183 Mt. Prospect ave.
Dolan, Margaret H.....	7th Ave.....	Assistant ...	38 South Eighth st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Donald, Jessie.....	Newton St.....	Assistant ...	140 Summer ave.
Donnelly, Lillian F.....	South 8th St...	Assistant ...	26 Wallace pl.
Donnelly, Mary M.....	Sewing	Asst. Super..	333 Seventh ave.
Donnigan, Katherine S. M.	Lafayette St...	Assistant ...	71 Liberty st.
Doolittle, Louise.....	Peshine Ave....	Kind'g Direct.	Hackensack, N. J.
Doremus, Alberta R.....	Chestnut St....	1st Assistant.	47 Spruce st.
Doremus, Eliza C.....	Summer Pl....	Assistant ...	44 Second ave.
Doremus, Jessie K.....	Summer Ave....	Assistant ...	44 Second ave.
Doremus, Lillie M.....	Ann St.....	Assistant ...	308 High st.
Dorr, Emma L.....	Morton St.....	Kind'g Asst..	247 Belleville ave.
Doty, Jessie T.....	13th Ave. P...	V. Principal.	60 North Sixth st.
Dougall, Elizabeth W.....	High	H'd Assistant	208 South Sixth st.
Dougall, William A.....	Monmouth St...	Principal ...	Maplewood, N. J.
Dougherty, Florence M..	Franklin	H'd Assistant	288 Summer ave.
Dougherty, Hannah L...	Oliver St.....	Assistant ...	20 Tichenor st.
Dovell, Mrs. Josephine B.	Waverly Ave...	Assistant ...	139 Monmouth st.
Dowie, Jennie M.....	Lawrence St....	V. Principal.	129 Lincoln ave.
Drew, Minnie I.....	So. Market St. P.	V. Principal.	182 South Sixth st.
Driscoll, Elizabeth V....	Walnut St.....	H'd Assistant	22 Camp st.
Drumm, M. Will.....	Manual Training	Special	407 Clinton ave.
Drummond, Adelaide....	Roseville Ave...	Assistant ...	104 South Tenth st.
Drummond, Emma.....	14th Ave.....	Kind'g Direct.	104 South Tenth st.
Duff, Flora L.....	Burnet St.....	Assistant ...	434 William st., E. O.
Duffy, Angela.....	Lafayette St....	Assistant ...	166 Plane st.
Duffy, Grace M.....	Morton St.....	1st Assistant.	80 Wickliffe st.
Dunnell, Anna C.....	Park Ave.....	V. Principal.	26 Chestnut st.
Dunning, Frances S.....	Burnet St.....	1st Assistant.	11 Mt. Pleasant ave.
Dunsing, Clara A.....	Belmont Ave...	H'd Assistant	398 Clinton ave.
Durand, Effie S.....	Camden St.....	Assistant ...	1106 Sp'd ave., Irv'n
Durand, S. Eveline.....	18th Ave.....	Assistant ...	12 Mulberry pl.
Dusenberry, Emily T....	18th Ave.....	Assistant ...	86 Orchard st.
Earl, Florence A.....	Park Ave.....	Assistant ...	Conant st., Elizabeth.
Eberhardt, Susie.....	Belmont Ave...	Assistant ...	113 Orchard st.
Edge, Mrs. Nellie W....	Elliot St.....	H'd Assistant	276 Montclair ave.
Edwards, Elizabeth.....	Belmont Ave...	Assistant ...	42 Dover st.
Edwards, Evan D.....	Alexander St...	Principal ...	225 Smith st.
Ege, Sarah.....	Newton St.....	Kind'g Asst..	47 South Eleventh st.
Eggenberger, James.....	Sussex Ave....	Principal ...	25 North Sixth st.
Eichhorn, Elsie.....	Charlton St....	Assistant ...	824 South Twelfth st.
Eichhorn, Ida.....	Monmouth St...	Assistant ...	824 South Twelfth st.
Eisele, Alvia L.....	Belmont Ave...	Assistant ...	61 Quitman st.
Ellis, Griselda.....	Normal & Train.	Model & Critic	103 Wright st.
Elston, Lois F.....	14th Ave.....	Assistant ...	30 Avon ave., Irv'n
Elterich, Dorothea.....	Abington Ave...	H'd Assistant	Hillside av., Caldwell
Enders, J. Virginia.....	Camden St.....	H'd Assistant	141 Bank st.
Estabrook, Lula B.....	Central Ave. G.	V. Principal.	636 Ocean ave., J. C.
Eunson, Sarah A.....	15th Ave.....	Assistant ...	157 Fairmount ave.
Everding, Katherine A...	13th Ave.....	1st Assistant.	24 Thomas st.
Fahr, Jeannette C.....	Chestnut St....	Assistant ...	435 Plane st.
Farlee, Jeannette A.....	Avon Ave.....	Assistant ...	232 Sixth ave.
Farley, Ella T.....	South St.....	Assistant ...	207 Atlantic st., Pats'n
Farley, Mary F.....	Lafayette St....	Assistant ...	20 Mott st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Farmer, Florence V.....	Ridge St.....	V. Principal.	84 Third ave.
Farmer, Grace E.....	Burnet St.....	Kind'g Direct.	84 Third ave.
Farmer, Lottie M.....	Summer Ave....	Assistant ...	84 Third ave.
Farrow, Ruth T.....	South St.....	Assistant ...	122 Orchard st.
Fassett, Harvey L.....	High	Assistant ...	245 Parker st.
Faughnan, Anna M.....	Lafayette St....	Assistant ...	380 Lafayette st.
Fellinger, M. Cecil.....	14th Ave.....	Assistant ...	74½ Ninth ave.
Femly, Amy.....	Chestnut St....	Assistant ...	116 Orchard st.
Field, Josephine A.....	High	Assistant ...	130 Second ave.
Fine, Carrie H.....	Central Ave....	Assistant ...	63 North Eleventh st.
Finger, Martha E.....	Morton St.....	Assistant ...	439 Clinton ave.
Fink, Bertha M.....	Belmont Ave....	Kind'g Asst..	309 Walnut st. West'd
Finn, Agnes C.....	Ann St.....	Assistant ...	117 Madison st.
Fiske, Elizabeth F.....	Lafayette St....	Assistant ...	45 Fulton st.
Fitzgerald, Jennie B.....	Manual Training.	Special	827 South Eleventh st.
Flanagan, Margaretta N.....	7th Ave.....	Assistant ...	852 So. Orange ave.
Flanigan, Clara L.....	Webster St. Trg.	Model & Critic	863 So. Fifteenth st.
Flavelle, O. Watson.....	Alexander St. G.	V. Principal.	35 Dover st.
Fletcher, Alice M.....	Elliot St. G....	V. Principal.	183 Fairmount ave.
Foley, Mrs. Minnie L.....	South Market St	Assistant ...	38 Br'kside ave., Irv.
Force, Frances C.....	Camden St.....	Assistant ...	16 Thomas st.
Ford, Clara.....	Camden St.....	H'd Assistant	27 Elizabeth ave.
Forker, M. Margery.....	Walnut St.....	Assistant ...	372 Clinton ave.
Forshay, Mabel E.....	Lincoln	V. Principal.	127 Chester ave.
Fort, Fred W.....	Hamburg Pl....	Principal ...	33 South Tenth st.
Fort, Marion B.....	Hamburg Pl....	Assistant ...	33 South Tenth st.
Fosdick, Nellie J.....	Oliver St.....	Assistant ...	10 Larch ave., Bogota
Foster, Jeannette.....	Morton St.....	1st Assistant.	166 Central ave., E. O.
Foxcroft, Jane I.....	Burnet St.....	Assistant ...	13 Carteret st.
Francisco, Bessie.....	13th Ave.....	Assistant ...	248 Ridge st.
Frank, Clara M.....	Avon Ave.....	Assistant ...	97 Ninth ave.
Frazier, Anna C.....	Monmouth St....	Assistant ...	129 Cherry st., Eliz.
Freeland, Marietta H.....	Morton St.....	Model & Critic	55 Lenox ave., E. O.
Fritts, Anna L.....	North 7th St....	Assistant ...	117 Fourth st.
Fritts, Ethel.....	Warren St.....	Assistant ...	117 Fourth st.
Fritts, Mabel.....	Alexander St....	Assistant ...	40 William st., E. O.
Froehlich, Ruth.....	College Pl.....	Assistant ...	37 Nelson pl.
Frost, Vena A.....	15th Ave.....	Assistant ...	284 Clifton ave.
Furman, Edna M.....	North 7th St....	1st Assistant.	65 South Tenth st.
Fussell, Anna E.....	South 10th St..	Assistant ...	19 Eaton pl., E. O.
Gallagher, Margaret C....	South 16th St..	H'd Assistant	106 Clinton ave.
Gallavan, Margaret I....	South St.....	Assistant ...	47 Seymour ave.
Gamble, Martha C.....	Burnet St.....	Assistant ...	124 Broad st.
Gamon, Hilda M. L.....	Sussex Ave....	Assistant ...	62 Arlington ave.
Gardner, Florence D.....	North 7th St....	Assistant ...	354 North Seventh st.
Garrabrant, Anna L.....	Franklin	1st Assistant.	29 North Ninth st.
Garrabrant, Flora.....	Walnut St.....	Assistant ...	169 Walnut st.
Garrabrant, Mabel F.....	Hamburg Pl....	Assistant ...	169 Walnut st.
Garrison, Mildred P.....	Bruce St.....	Assistant ...	153 Irv'gton ave., S.O.
Gaskill, Katherine A.....	13th Ave.....	Assistant ...	49 Stratford pl.
Gauch, Elizabeth E.....	Elliot St.....	1st Assistant.	474 Mt. Prospect ave.
Geiger, Emma E.....	13th Ave.....	Assistant ...	27 Breintnall pl.
Geisser, Lillie J.....	Burnet St.....	Assistant ...	36½ Jay st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Gellert, Mrs. Millicent S.	Oliver St. P....	V. Principal.	498 Washington st.
Gemar, Jennie A.....	Hamburg Pl....	1st Assistant.	203 Main st., E. O.
Genzmer, George A.....	High	Assistant ...	305 Avon ave.
George, Lena A.....	Belmont Ave...	1st Assistant.	32 Astor st.
Geppner, Margaret.....	Central Ave....	Assistant ...	32 Oakland av. Blmfd
Geraghty, Linda M.....	Morton St.....	H'd Assistant	23 Elizabeth ave.
Geraghty, Mary.....	Manual Training.	Asst. Superv.	227 Mulberry st.
Gerber, Anna.....	Belmont Ave....	Assistant ...	430 Morris ave., Eliz.
Gibbs, Helena R.....	14th Ave.....	Assistant ...	606 1st st., Hoboken
Gibbs, John M.....	Waverly Ave....	Principal ...	37 Park st.
Gibson, Helen L.....	13th Ave.....	Assistant ...	120 North Ninth st.
Giehl, Jennie A.....	High	Assistant ...	207 Summer ave.
Gildea, Anna L.....	Central Ave....	Assistant ...	60 North Ninth st.
Gilhuly, Stephen B.....	Warren St.....	Principal ...	132 Third ave.
Gillman, Elsie M.....	Monmouth St...	Kind'g Asst..	26 Spruce st., Blmfd.
Gillott, Jessie.....	Central Ave....	Clerk	175 James st.
Gillott, Mrs. M. Augusta.	South 8th St. P.	V. Principal.	208 Fifth ave.
Gilman, Frank G.....	High	H'd His. D'pt	774 Highland ave.
Gilmour, Katherine E...	Summer Ave....	1st Assistant.	76 Beech st., Arlingt'n
Glasson, Violet T.....	Waverly Ave....	Assistant ...	133 Wash'n st., E. O.
Gleason, Charles H.....	Summer Ave....	Principal ...	555 Summer ave.
Gleason, Charles H. Jr..	Belmont Ave....	Principal ...	555 Summer ave.
Gleim, Lydia E.....	15th Ave.....	Assistant ...	85 Columbia ave.
Glennie, Alexander J....	Miller St.....	Principal ...	77 Pennsylvania ave.
Glorieux, Elizabeth M...	Charlton St....	Assistant ...	53 Johnson ave.
Gogl, Claribel.....	Franklin	H'd Assistant	187 Broad st.
Gogl, Emma L.....	North 7th St...	Assistant ...	187 Broad st.
Golding, A. Louise.....	14th Ave.....	Assistant ...	786 E.22d st., Pat's.n.
Goodrich, Laura.....	13th Ave.....	Assistant ...	250 William st., E. O.
Gordon, Estella R.....	Burnet St.....	Assistant ...	244 Mulberry st.
Gorman, Mrs. Mary E...	Burnet St. Ung.	H'd T'chr...	309 Belleville ave.
Gould, Minnie D.....	Roseville Ave...	Assistant ...	13 Myrtle ave.
Graff, Florence L.....	Camden St....	Kind'g Asst..	177 South Tenth st.
Graham, Ada.....	Charlton St....	Assistant ...	293 Belmont ave.
Graham, Lillian L.....	Hamburg Pl....	Assistant ...	357 Walnut st.
Gray, Esther M.....	Hawkins St....	H'd Assistant	218 N. Seventeenth st.
Greelish, Kathleen A...	Hawthorne Ave.	Assistant ...	30 Homestead park
Green, Mrs. Laurilla G...	7th Ave.....	Assistant ...	250 Garside st.
Green, Nellie C.....	7th Ave.....	Kind'g Asst..	305 Trinity pl., Eliz.
Greenwood, Elsie R.....	Belmont Ave ...	Assistant ...	573 High st.
Greenwood, Helen A....	Miller St.....	Assistant ...	573 High st.
Greenwood, Lillian A...	South 8th St...	Assistant ...	573 High st.
Greer, Mrs. Margaret L...	7th Ave.....	Assistant ...	158 N. 15th st., E. O.
Grice, Edith E.....	North 7th St...	Assistant ...	6 Gouverneur st.
Griffis, Maude L.....	Belmont Ave....	Assistant ...	21 Pennington st.
Griggs, Clarence R.....	Manual Training	Special	Union, Union Co. N. J.
Grill, Caroline L.....	14th Ave.....	Assistant ...	460 Summer ave.
Grimes, Mary.....	Elliot St.....	Assistant ...	48 Lincoln ave.
Grork, Genevieve S.....	High	H'd Assistant	Maplewood, N. J.
Grundy, Elizabeth.....	Elliot St.....	1st Assistant.	323 Clifton ave.
Guild, Mrs. Josephine R.	South 8th St...	Assistant ...	60 North Sixth st.
Haberle, Nell M.....	Newton St....	Assistant ...	12 Park pl., Orange
Haddow, Agnes.....	Franklin	Assistant ...	121 Second ave.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Haddow, Elizabeth G....	Hamburg Pl....	Kind'g Direct.	121 Second ave.
Hagar, Clara H.....	7th Ave.....	Clerk	273 Montclair ave.
Hagney, Augusta W....	Washington St.	Assistant ...	31 Milford ave.
Haines, Alice B.....	Washington St.	Assistant ...	34 Franklin st.
Haines, Florence L....	Music	Asst. Superv.	34 Franklin st.
Haines, Margaret D....	Avon Ave.....	Assistant ...	34 Franklin st.
Haines, Martha B....	South Market St.	H'd Assistant	34 Franklin st.
Hale, Mary E.....	18th Ave.....	Assistant ...	369 Summer ave.
Hall, Juliet N.....	South St.....	Assistant ...	168 Johnson ave.
Hallock, Virginia E....	Monmouth St...	Assistant ...	78 Murray st.
Halstead, Ja Dea N....	Lafayette St...	Kind'g Asst..	162 Hillside ave.
Hamburg, Mabel J....	Franklin	Kind'g Asst..	324 Clifton ave.
Hamel, Georgiana.....	Webster St. Trg.	Model&Critic	276 Broad st.
Hamilton, Gertrude A..	South 8th St...	Assistant ...	24 Hillside ave. Mad'
Hamilton, Malia.....	Charlton St....	Assistant ...	90 Court st.
Hammell, Laura E....	Belmont Ave...	Assistant ...	35 Kearny st.
Hampton, Belle.....	Newton St.....	Assistant ...	351 Plane st.
Hampton, Mathilda L...	Morton St.....	Assistant ...	680 Summer ave.
Handel, Elsa D. A....	South 8th St...	Kind'g Asst..	55 State st., E. O.
Hanna, Robert M.....	Manual Training	Special	637 High st.
Hanson, Frank H.....	South Market St.	Principal ...	141 Heller parkway.
Hanson, Helen S.....	Miller St.....	Assistant ...	141 Heller parkway.
Hardin, Elizabeth.....	High	Assistant ...	453 Summer ave.
Haring, Frances M....	Burnet St.....	Clerk	174 Summer ave.
Haring, Georgia A....	South 16th St...	Kind'g Direct.	174 Summer ave.
Harlow, Julia A.....	Roseville Ave...	Assistant ...	526 Central ave.
Harned, Caroline V....	Livingston St...	Assistant ...	65 Newark ave., Blfd.
Harris, Adah Belle....	Belmont Ave...	Kind'g Asst..	66 Hillside ave.
Harris, Genevieve....	7th Ave.....	Assistant ...	24 Mt. Prospect ave.
Harris, Mrs. Harriet M.	Elliot St.....	Assistant ...	227 Fourth st.
Harris, Josephine.....	7th Ave.....	Assistant ...	24 Mt. Prospect pl.
Harrison, Ada D.....	Franklin	Assistant ...	87 Fourth ave.
Harrison, Harriet N...	Monmouth St...	Model&Critic	41 Gray st.
Harrison, M. Estelle...	Hawthorne Ave.	Kind'g Asst..	84 Grove st., Irving'n
Harrison, Mary M....	South 10th St...	Assistant ...	Box 178, Montclair.
Hart, Ray H.....	High	Assistant ...	213 Clifton ave.
Hartough, Sarah E....	14th Ave. G....	H'd Assistant	74 Ninth ave.
Hartstall, Rose.....	Hawkins St....	V. Principal.	468 Clinton ave.
Harvey, Elizabeth W....	South 10th St...	1st Assistant.	77 South Eleventh st.
Hasbrouck, Anna B....	14th Ave. G....	V. Principal.	150 Littleton ave.
Hascall, Theodorus B...	High	Assistant ...	136 Second ave.
Haselmayer, Jeannette L.	Morton St.....	Assistant ...	87 Treacy ave.
Hatch, Annie W.....	Charlton St....	Assistant ...	32 Astor st.
Hatch, John J.....	Manual Training	Special	15 Miller st.
Hatch, William A.....	Manual Training	Special	24 Millington ave.
Haulenbeck, Caroline Y.	South 8th St...	Assistant ...	77 North Eleventh st.
Haughwout, Adelle....	13th Ave.....	Assistant ...	1076 Broad st.
Haviland, Josephine C...	Waverly Ave...	Assistant ...	32 Prospect st., Eliz.
Hay, Harriet E.....	Camden St....	Assistant ...	48 Gray st.
Hay, Mary F.....	7th Ave.....	Kind'g Direct.	530 Adams ave., Eliz.
Hayes, Blanche C.....	15th Ave.....	Assistant ...	61 Elizabeth ave.
Hayes, Estelle A.....	Burnet St.....	Assistant ...	430 Summer ave.
Hayes, K. Laura.....	Belmont Ave...	Assistant ...	71 Hillside ave.
Heald, Mrs. Helen S...	7th Ave.....	Kind'g Asst..	146 Seymour ave.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Healy, Ruth E.....	Miller St.....	1st Assistant.	70 Brunswick st.
Heath, Madelene E.....	Belmont Ave...	Assistant ...	67 Littleton ave.
Hedges, Mrs. Elizabeth A.	15th Ave.....	Assistant ...	373 Franklin st., B'f'd
Hegeman, Georgia.....	Charlton St.....	Assistant ...	75 Avon ave.
Hegeman, Jeannette.....	Charlton St.....	Assistant ...	75 Avon ave.
Heineken, William L.....	Lafayette St....	Principal ...	13 Clinton pl.
Heist, Mabel R.....	18th Ave.....	Assistant ...	59 Farley ave.
Hemmer, Tillie M.....	Hamburg Pl....	Assistant ...	21 Taylor st.
Henderson, Annie.....	Hamburg Pl....	H'd Assistant	895 Broad st.
Hendrickson, Adele M...	7th Ave.....	Assistant ...	316 High st.
Hennion, Mary P.....	Summer Ave....	Assistant ...	316 Belleville ave.
Herbert, Helen M.....	Morton St.....	Assistant ...	137 William st., E. O.
Herbert, Irene M.....	North 7th St...	Assistant ...	137 William st., E. O.
Herbst, Helen.....	Webster St. Tr'g	Model & Critic	605 Hunterdon st.
Herckner, Clara G.....	Burnet St. Ung.	Assistant ...	47 Fulton st.
Herzberg, Max J.....	High	Assistant ...	20 Ridgewood ave.
Hetfield, Anna.....	15th Ave.....	Assistant ...	1076 Broad st.
Hetzel, Margaret H.....	High.....	Assistant ...	178 Bergen st.
Hevey, Agnes B.....	Franklin	Assistant ...	313 Belleville ave.
Hewitt, Margaret L.....	High	Assistant ...	280 Garside st.
Hicks, Grace D.....	Ann St.....	Assistant ...	86 Brunswick st.
Hill, E. May.....	Newton St.....	Assistant ...	88 Astor st.
Hill, J. Francis.....	Manual Training	Special	284 Clifton ave.
Hill, Laura E.....	Camden St.....	Assistant ...	110 North Ninth st.
Hill, Lillie A.....	Camden St.....	Assistant ...	110 North Ninth st.
Hill, Madell.....	Summer Pl....	Assistant ...	166 Elwood ave.
Hill, Nellie.....	High	H'd Assistant	69 North Eleventh st.
Hilton, Mary L.....	South 10th St...	1st Assistant.	247 South Eighth st.
Hines, Margaret M.....	South St.....	Assistant ...	870 So. Fifteenth st.
Hockkins, Carrie E.....	15th Ave.....	Assistant ...	253 South Eighth st.
Hockenbary, Mrs. Alberta	14th Ave.....	Assistant ...	301 South Ninth st.
Hoennemann Wilhelm B...	South 8th St...	Principal ...	264 South Eighth st.
Hoffman, Margaret J....	South 10th St...	Assistant ...	62 North Sixth st.
Hoffman, Nellie J.....	15th Ave.....	Assistant ...	62 North Sixth st.
Hogan, Maud G.....	Warren St.....	V. Principal.	39 Whittlesey av. E.O.
Hollum, Margaret.....	Central Ave. P.	V. Principal.	175 James st.
Holmes, Alice M.....	Summer Ave....	Assistant ...	469 Summer ave.
Hopkins, Ethel W.....	Oliver St.....	Assistant ...	83 Ridgewood ave.
Hoppaugh, Abbie J.....	Walnut St.....	Assistant ...	63 Taylor st.
Hopper, Florence I.....	Elliot St.....	Assistant ...	115 Delavan ave.
Hopping, Susie C.....	Ann St.....	V. Principal.	127 Elm st.
Horan, Margaret G.....	Ann St.....	H'd Assistant	103 Jefferson st.
Horn, Jane W.....	Monmouth St...	Assistant ...	31 Farley ave.
Horn, Lillian.....	Livingston St...	Assistant ...	25 Hill st.
Horn, Matilda.....	Peshine Ave....	V. Principal.	81 Pennsylvania ave.
Horn, Nelle A.....	Newton St.....	Assistant ...	25 Hill st.
Horter, Lena M.....	Charlton St.....	Assistant ...	82 Treacy ave.
Howard, Anna M.....	Hamburg Pl....	Assistant ...	101 Pennsylvania ave.
Howard, Marie N.....	Washington St..	Assistant ...	1193 Broad st.
Howe, Caroline G.....	High	Assistant ...	198 Liberty st., Bl'f'd.
Howell, Emma C.....	13th Ave.....	Assistant ...	123 Broad st.
Howell, Mabel A.....	South 16th St...	Assistant ...	64 Sherman ave.
Huber, Mrs. Ethel B.....	Waverly Ave....	Assistant ...	6A Homestead park.
Hughes, Elisabeth D.....	13th Ave.....	Assistant ...	New Brunswick, N. J.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Hulse, James A.....	High	Assistant ...	225 Grafton ave.
Huston, Henrietta L....	Burnet St.....	Assistant ...	23 Burnet st.
Hutman, Florence E....	Lawrence St....	Clerk	17 St. Paul ave.
Hymes, Sara L.....	Sussex Ave.....	Assistant ...	37 North Sixth st.
Ilgel, Minnie A.....	Newton St....	Assistant ...	N. Prospect av., W.O.
Iliff, C. Blanche.....	Hamburg Pl....	H'd Assistant	18 East Kinney st.
Ingalsbe, Caroline A....	18th Ave.....	V. Principal.	50 East Kinney st.
Inglin, Bessie.....	Belmont Ave...	Assistant ...	90 Thomas st.
Jackson, Alice M.....	Monmouth St...	Assistant ...	"Marlborough," E. O.
Jackson, Anna A.....	Alexander St...	Assistant ...	23 Park st.
Jacobs, Florence M.....	Warren St.....	Assistant ...	8 Riggs pl., S. O.
Jacobus, Anna M.....	Central Ave....	Assistant ...	63 North Sixth st.
Jacoby, Mrs. Rebecca C.	Hawkins St....	Assistant ...	562 Warren st.
James, Mary N.....	Newton St....	1st Assistant.	184 Fourth st.
Jenkinson, Harriet K...	Burnet St.....	Assistant ...	24 Baldwin st.
Jennings, Mary A.....	South 10th St...	Assistant ...	93 South Tenth st.
Jerolamon, C. Grace....	13th Ave.....	Assistant ...	449 Wash. ave., Bellv.
Jeschke, Martha L.....	High	Assistant ...	565 High st.
Jochmus, Thresa E.....	Central Ave....	Assistant ...	20 S. Walnut st., E.O.
Johnson, Caroline.....	18th Ave.....	Assistant ...	267 South Eighth st.
Johnson, Louise G.....	Avon Ave.....	Clerk	718 Clinton ave.
Johnson, Mabel E.....	Bergen St.....	Assistant ...	1135 Broad st.
Johnson, Nellie B.....	South 10th St...	Assistant ...	1103 Broad st.
Johnson, William A....	High	H'd Assistant	186 North Sixth st.
Jones, Edith P.....	18th Ave	Assistant ...	206 South Sixth st.
Jones, Mrs. Helen F....	Alexander St...	Assistant ...	49 Columbia ave.
Jones, Mary E.....	Hawthorne Ave.	1st Assistant.	26 West Kinney st.
Judge, Lavinia M.....	Bergen St.....	Assistant ...	6 Wakeman ave.
Jupp, Sarah S. E.....	Chestnut St....	Assistant ...	101 Clark st., Bklyn.
Kachline, Susan A.....	South 8th St...	1st Assistant.	230 North Seventh st.
Kain, Bertha R.....	Burnet St.....	Assistant ...	154 Roseville ave.
Kaiser, Carrie A.....	Camden St.....	Assistant ...	140 Fairmount ave.
Karner, M. Lou.....	Chestnut St....	Assistant ...	38 Elizabeth ave.
Kaufman, Molly.....	Lincoln	Assistant ...	58 Broome st.
Kearney, Alice I.....	Belmont Ave...	Assistant ...	1135 Broad st.
Keene, Edna J.....	South Market St.	Assistant ...	51 Thirteenth ave.
Kelcher, Grace E.....	Livingston St...	Assistant ...	210 So. Orange ave.
Kempe, Augusta.....	Monmouth St...	Assistant ...	130 Court st.
Kempf, Emilie M.....	Normal & Train.	Model & Critic	114 Park ave.
Kennedy, Alice J.....	Bergen St.....	Assistant ...	163 Mt. Prospect ave.
Kennedy, Marion A....	College Pl....	Assistant ...	89 Bleecker st.
Kennedy, Thomas F....	High	H'd Assistant	255 Grafton ave.
Kenny, Helen L. R....	Blum St.....	Assistant ...	113 Central ave.
Kent, Mabelle E.....	Avon Ave.....	Assistant ...	513 Clinton ave.
Kerns, Theresa E.....	Sussex Ave....	Assistant ...	1135 Broad st.
Keyler, Lillian.....	Alexander St. P.	V. Principal.	12 Richelieu ter.
Kiesewetter, Dora.....	Charlton St....	Kind'g Asst..	148 Monmouth st.
Kimball, Carrie A.....	Newton St....	Assistant ...	159 Littleton ave.
King, W. Wallace.....	High	H'd Latin D't	231 S. Clint'n st. E.O.
Kingston, Emma A.....	Franklin P....	V. Principal.	581 Summer ave.
Kinsey, Blanche A.....	18th Ave.....	Assistant ...	107 South Seventh st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Kinsey, Elizabeth D.....	18th Ave.....	1st Assistant.	159 Littleton ave.
Kirkpatrick, Mary D.....	Ann St.....	Assistant ...	127 Elm st.
Kitchell, Agnes.....	Webster St. Tr'g	Principal ...	125 Broad st.
Kitchin, Jennie V.....	South 8th St....	H'd Assistant	253 South Tenth st.
Klotz, Elizabeth D.....	Hamburg Pl....	1st Assistant.	26 State st.
Knickmeyer, Emma A....	Monmouth St....	Assistant ...	73 Nairn pl.
Kniffin, Herbert R.....	Drawing	Asst. Superv.	459 High st.
Knowlton, Daniel C.....	High	Assistant ...	160 Walnut St., Mtl'r.
Koch, Frank J.....	Oliver St.....	1st Assistant.	21 Oakland ter.
Koehler, Lydia D.....	Oliver St.....	Kind'g Direct.	30 Johnson ave.
Kohl, Elizabeth I.....	Alexander St....	Assistant ...	199 Morris ave.
Koyt, Berta A.....	South 8th St....	1st Assistant.	7 Austin st.
Kraemer, Delphine.....	Manual Training	Special	354 South Eleventh st.
Kreiner, Lillian M.....	Normal & Train.	Model & Critic	224 Broad st.
Kussy, Sarah.....	Camden St....	Assistant ...	294 Springfield ave.
Lacey, Edna M.....	Burnet St.....	Assistant ...	96 North Ninth st.
Lackey, Caraline S.....	Warren St.....	Assistant ...	785 Mt. Prospect ave.
Landes, Annie M.....	Hawkins St....	Assistant ...	794 Parker st.
Landy, Anna F.....	7th Ave.....	Assistant ...	330 Belleville ave.
Langlas, Carl F.....	High	Man'l Train'g	733 Parker st.
Law, Daisy M.....	Oliver St.....	Assistant ...	13 Walnut st.
Layton, Aletta M.....	14th Ave.....	Assistant ...	160 South Ninth st.
Leary, E. Theresa.....	Lawrence St....	Assistant ...	83 Columbia st.
Leary, Grace M.....	Morton St.....	Assistant ...	83 Columbia st.
Lee, Agnes R.....	15th Ave.....	Assistant ...	90 Richelieu ter.
Lehlbach, Mrs. Eliz. A....	13th Ave.....	1st Assistant.	34 Nelson pl.
Lehlbach, Elizabeth E....	Belmont Ave....	Kind'g Asst..	112 Bleecker st.
Lehlbach, Emma.....	Morton St.....	H'd Assistant	77 Alpine st.
Leigh, Melda W.....	Lincoln	Assistant ...	34 No. 18th st., E. O.
Lever, Elsie M.....	18th Ave.....	Assistant ...	188 Washington ave.
Levy, Clara.....	14th Ave.....	1st Assistant.	163 Fairmount ave.
Lewis, Clara H.....	Summer Ave....	1st Assistant.	481 Summer ave.
Leyden, Elizabeth.....	High	H'd Assistant	198 Garside st.
Lieb, Augusta C.....	Ann St.....	Assistant ...	22 Chestnut st.
Liedtke, Josephine F....	Avon Ave.....	Assistant ...	34 Madison ave.
Lindeburg, Cora J.....	Charlton St....	H'd Assistant	58 South Twelfth st.
Lindeburg, Florence A....	Franklin	Assistant ...	58 South Twelfth st.
Lindsley, Josie.....	Manual Training	Special	Caldwell, N. J.
Lipkowitz, Frances.....	Belmont Ave....	Assistant ...	10 Ridgewood ave.
Littell, Bessie M.....	Elliot St.....	1st Assistant.	636 Ridge st.
Littell, Eleanor A.....	Elliot St.....	Assistant ...	67 Chester ave.
Littell, Elizabeth B.....	Walnut St.....	Kind'g Direct.	105 G'nw'd ave., E.O.
Lobdell, John N.....	Manual Training	Special	11 Washington st.
Lombard, Mary G.....	Miller St.....	1st Assistant.	140 No. 17th st., E. O.
Long, Jennie W.....	Charlton St....	H'd Assistant	Union, Union Co. N. J.
Lord, Nellie M.....	Waverly Ave....	Assistant ...	277 Main st., E. O.
Lord, Rita E.....	Sussex Ave....	H'd Assistant	5 Humboldt st.
Loweree, Edith M.....	Charlton St....	Assistant ...	26 Eppert st., E. O.
Lowitz, Rose.....	Morton St.....	Assistant ...	26 Thirteenth ave.
Ludlow, L. Belle.....	Avon Ave.....	Assistant ...	15 South Twelfth st.
Lum, Mary C.....	7th Ave.....	Assistant ...	Elizabeth, N. J.
Lunger, Edith.....	Elliot St.....	Assistant ...	647 Parker st.
Lunn, Florence.....	7th Ave.....	Assistant ...	11 Taylor st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Luther, Agnes V.....	Normal & Train.	T'ch'r of Theo.	151 Scotland rd., S. O.
Lutz, M. Anna.....	College Pl.....	Assistant ...	138 N. Walnut st., E. O.
Lux, Edna E.....	7th Ave.....	Assistant ...	99 Prospect st., Nutl'y
Lux, Josie P.....	Burnet St.....	Assistant ...	99 Prospect st., Nutl'y
Lynch, Mrs. Florence B.	Belmont Ave....	1st Assistant.	65 Wakeman ave.
Lyon, Mrs. Alberta H....	South 8th St....	Assistant ...	79 South Tenth st.
Lyon, Florence.....	Burnet St.....	Assistant ...	154 Roseville ave.
Lyon, Lorena A.....	Central Ave....	Assistant ...	10 Irving pl., Summit.
Lyon, Nellie M.....	South 16th St..	Assistant ...	353 South Eleventh st.
Lyons, Mary W.....	North 7th St..	Assistant ...	123 Washington ave.
MacBride, Georgiana....	18th Ave.....	1st Assistant.	26 West Kinney st.
MacDonald, Edith R....	South 16th St..	Assistant ...	95 Renner ave.
MacDonald, Robert A....	Hawthorne Ave.	Principal ...	95 Renner ave.
MacGowan, Jessie E....	Washington St..	Assistant ...	23 Elizabeth ave.
MacGowan, Marietta....	Morton St.....	Assistant ...	23 Elizabeth ave.
MacIntyre, Edith.....	Abington Ave....	Assistant ...	872 S. Sixteenth st.
Maclure, David.....	Chestnut St....	Principal ...	193 South Seventh st.
MacMaster, Amelia K....	Elliot St.....	Kind'g Asst..	454 Jeffers'n av., Eliz.
MacNabb, Esther M....	14th Ave.....	Assistant ...	134 South Tenth st.
MacNutt, Ella.....	Belmont Ave....	Assistant ...	27 Elizabeth ave.
MacPherson, Hazel M....	13th Ave.....	Assistant ...	36 N. Bergen st. Dover
MacVean, Helen A.....	Central Ave....	Assistant ...	254 Mt Pleasant ave.
Magowan, Allene E....	Roseville Ave....	H'd Assistant	14 Roseville ave.
Maguire, Mae M.....	Elizabeth Ave....	Assistant ...	59 Court st.
Mahan, Mary.....	7th Ave.....	H'd Assistant	153 Bleecker st.
Mains, J. Elmina.....	South 10th St..	Assistant ...	178 Fourth st.
Maloney, S. Ella.....	14th Ave.....	Assistant ...	370 High st.
Mandeville, Julia R....	18th Ave.....	Assistant ...	68 North Sixth st.
Mangold, Martha.....	Warren St.....	H'd Assistant	583 Warren st.
Mann, Nellie L.....	Oliver St.....	1st Assistant.	293 Clifton ave.
Manness, S. Ervin.....	18th Ave.....	Principal ...	625 Mt. Prospect ave.
Marquart, Marguerite...	Avon Ave.....	H'd Assistant	27 Elizabeth ave.
Marsh, Emily T.....	Washington St..	Kind'g Asst..	Rahway, N. J.
Marsh, Jessie B.....	Waverly Ave....	H'd Assistant	37 Elizabeth ave.
Marshall, Mary W.....	Hamburg Pl....	Assistant ...	232 Woodside ave.
Martin, Isadora S.....	South Market St.	Kind'g Direct.	21 South Seventh st.
Martin, Louise M.....	Hawthorne Ave.	Clerk	42 Farley ave.
Martin, May Axford....	Avon Ave.....	1st Assistant.	64 Sherman ave.
Martin, S. May.....	Bruce St.....	V. Principal.	77 Burnet st., E. O.
Mathews, Byron C.....	High	H'd Assistant	106 Carnegie ave., E.O.
Mathews, Olive A.....	18th Ave.....	Assistant ...	192 Charlton st.
Mathews, Versel.....	Monmouth St..	Assistant ...	360 High st.
Matter, Pearl E.....	South St.....	Kind'g Asst..	292 Clifton ave.
Matter, Ruth V.....	Newton St.....	Kind'g Asst..	292 Clifton ave.
Matthews, Florence....	Sussex Ave....	Assistant ...	184 North Seventh st.
Mattie, Ida.....	Belmont Ave....	Assistant ...	281 Clifton ave.
Mattison, Mrs. Caroline B	Bergen St.....	Assistant ...	41 Nelson pl.
Maurus, Kathleen G. B..	Avon Ave.....	1st Assistant.	27 Farley ave.
Mawha, Elsie R.....	Summer Ave....	Assistant ...	165 Summer ave.
Mawha, May Belle....	Cooking	Special	165 Summer ave.
May, Mona M.....	North 7th St. P	V. Principal.	55 Ninth ave.
Mayser, Mrs. Anie F....	Monmouth St..	Assistant ...	360 High st.
McCaffrey, Florence G...	South Market St.	1st Assistant.	1135 Broad st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
McCaffrey, Mabel V.....	South Market St.	Assistant ...	1135 Broad st.
McCallig, Anna T.....	Lawrence St....	Assistant ...	110 Hamilt'n st. E. O.
McClelland, Annie H.....	South 10th St....	1st Assistant.	35 Treacy ave.
McClelland, Helena.....	Manual Training	Special	35 Treacy ave.
McClelland, Thos. K.....	Abington Ave....	Principal ...	35 Treacy ave.
McCloskey, Margaret.....	Prim. & Kind'g.	Gen. Superv.	40 Park pl.
McClure, Joanna M.....	13th Ave.....	1st Assistant.	348 Thirteenth ave.
McClure, Rebecca.....	Newton St.....	1st Assistant.	348 Thirteenth ave.
McCrea, Edith A.....	Morton St.....	Assistant ...	65 Elizabeth ave.
McDermitt, Agnes C.....	Avon Ave.....	Assistant ...	141 South Eighth st.
McDonald, Jane F.....	Newton St.....	Assistant ...	69 Roseville ave.
McDonald, Katherine.....	Burnet St.....	Assistant ...	131 Plane st.
McDonald, Sarah E.....	South 8th St....	Assistant ...	11 Milton st.
McDonough, Mrs. Jane E.	Bergen St.....	Assistant ...	148 Chadwick ave.
McDowell, Sallie G.....	Waverly Ave....	Assistant ...	619 Hunterdon st.
McHenry, Mary B.....	Hawthorne Ave.	Assistant ...	77 Milford ave.
McIlroy, Samuel H.....	South 16th St...	Principal ...	64 Van Ness pl.
McIntyre, Stella E.....	Lincoln	Kind'g Direct.	159 Littleton ave.
McKee, Jane E.....	South 16th St...	V. Principal.	12 Beech st., Arlingt'n
McKeon, Catherine F....	13th Ave.....	Assistant ...	61 Elizabeth ave.
McKinney, C. Edward, Jr.	High	Man'l Train'g	282 Clifton ave.
McLaughlin, Nellie.....	Hawkins St.....	Assistant ...	93 South Tenth st.
McLaury, John C.....	Charlton St.....	Principal ...	42 S. Maple ave., E.O.
McLaury, Madge L.....	Waverly Ave....	Assistant ...	42 S. Maple ave., E.O.
McNair, Ellen.....	7th Ave.....	Assistant ...	110 Ralph st., Bellv.
McNamara, Evelyn V....	Washington St..	Assistant ...	126 Baldwin st.
McNeill, Mary A.....	Abington Ave....	Assistant ...	354 North Seventh st.
McQuade, Marguerite M.	South St.....	Assistant ...	310 High st.
McVey, Eva C.....	Washington St..	Assistant ...	17 Park st.
McVey, Maud.....	South Market St.	Assistant ...	17 Park st.
McWhood, Virginia L....	Belmont Ave....	Clerk	213 North Sixth st.
Mead, Frank L.....	South St.....	Principal ...	212 North Ninth st.
Meeker, Sarah L.....	Lafayette St....	Assistant ...	52 Elizabeth ave.
Melick, Evangeline.....	Monmouth St....	Assistant ...	451 High st.
Memmott, Charlotte B....	Waverly Ave....	V. Principal.	179 South Ninth st.
Mendel, Clara S.....	13th Ave.....	1st Assistant.	372 High st.
Mercy, Emilie A.....	18th Ave.....	Assistant ...	53 Pennsylvania ave.
Merrill, Meta.....	7th Ave.....	Assistant ...	560 E. 25th st., Patsn.
Merry, Grace.....	Webster St. Tr'g	Model & Critic	19 Lombardy st.
Merry, Sara E.....	Burnet St.....	Assistant ...	19 Lombardy st.
Mezger, Robert.....	High	H'd Fr. Dpt.	155 Delavan ave.
Mikels, Jessie B.....	Franklin	1st Assistant.	230 Garside st.
Millen, Emma.....	South 8th St....	Assistant ...	220 Garside st.
Miller, Adelaide D.....	13th Ave.....	Assistant ...	8 Myrtle ave.
Miller, Alice M.....	North 7th St....	Assistant ...	335 Clifton ave.
Miller, Caroline D.....	Washington St..	Assistant ...	8 Myrtle ave.
Miller, Delia.....	Franklin	Assistant ...	335 Clifton ave.
Miller, Florence M.....	Lafayette St....	Assistant ...	17 East Kinney st.
Miller, Grace E.....	Miller St.....	Assistant ...	76 Parkhurst st.
Miller, Mattie M.....	Avon Ave.....	Assistant ...	63 Treacy ave.
Milliman, Nelle G.....	Waverly Ave....	Assistant ...	186 South Tenth st.
Mills, Lydia A.....	Lafayette St....	Assistant ...	20 Poinier st.
Milne, Anna.....	Franklin	Assistant ...	18 Summer st., O'ge
Milton, Eva	Lincoln	Assistant ...	102 Second st., S. O.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Milwitzky, William.....	High	Assistant ...	152½ Elizabeth ave.
Miner, Benjamin C.....	Central Ave....	Principal ...	10 Irving pl., Summit.
Minion, Marie E.....	Burnet St.....	Assistant ...	388 Main st., Bellev.
Mintz, Dorothy.....	Alexander St...	1st Assistant.	43 Fabyan pl.
Mintz, Fannie S.....	Avon Ave.....	Assistant ...	43 Fabyan pl.
Mintz, Mabel S.....	Burnet St.....	Assistant ...	43 Fabyan pl.
Mock, Kate E.....	13th Ave. G...	V. Principal.	27 Hill st.
Moffat, Mrs. Ada T....	Hawthorne Ave.	Assistant ...	29 Vernon ave.
Mohair, Anna B.....	Bergen St. G...	V. Principal.	34 Homestead park.
Molten, Mrs. Lizzie C...	College Pl.....	Assistant ...	68 So. Thirteenth st.
Monaghan, Bartholom'w F	Hawkins St....	Principal ...	349 So. Eleventh st.
Moore, Alice L.....	North 7th St...	1st Assistant.	31 North Sixth st.
Moore, Elizabeth.....	15th Ave.....	Clerk	96 Sherman ave.
Moore, Elizabeth N....	Hamburg Pl....	Assistant ...	41 Essex st.
Moore, Ellen L.....	7th Ave.....	Assistant ...	328 Belleville ave.
Moore, Hannah.....	Lafayette St...	1st Assistant.	118 Miller st.
Moore, Harriet.....	Miller St.....	1st Assistant.	177 Quitman st.
Moore, Jessie E.....	18th Ave.....	Kind'g Asst..	77 Hillside ave.
Moore, Julia.....	Camden St.....	Assistant ...	180 South Ninth st.
Moore, Lillian A.....	Oliver St.....	Assistant ...	77 Orange ave., Irv'n
Moore, M. Alice.....	Miller St.....	Assistant ...	325 Summer ave.
Moore, Maud.....	Miller St.....	H'd Assistant	177 Quitman st.
More, Mary B.....	Bruce St.....	Assistant ...	E. Main st., Chatham.
Morelock, Oliver J.....	Normal & Train.	V. Principal.	338 Central ave., E. O.
Morgan, Emma.....	Newton St.....	1st Assistant.	18 Mercer st.
Morris, Laura B.....	13th Ave.....	Kind'g Direct.	209 Broad st.
Morris, Sara W.....	Ann St.....	H'd Assistant	9 Napoleon st.
Morrison, Bessie.....	Lafayette St...	Assistant ...	26 West Kinney st.
Morrison, Katharine....	Warren St.....	Assistant ...	26 West Kinney st.
Morrow, Blanche C....	South St.....	Kind'g Direct.	58 Ingraham pl.
Morse, Minnie E.....	Newton St.....	Assistant ...	57 Court st.
Morton, Henrietta V...	Chestnut St....	Kind'g Direct.	75 Hillside ave.
Mulford, Ethel B.....	Oliver St.....	Kind'g Asst..	102 Third ave.
Mulford, May.....	Morton St.....	Assistant ...	62 Plane st.
Mulligan, Mary.....	Washington St..	Assistant ...	187 Jeliff ave.
Mundy, Jeannette J....	Miller St.....	Assistant ...	41 Stratford pl.
Munn, Ida E.....	High	Assistant ...	19 Elizabeth ave.
Munn, Mary V. A.....	Elliot St.....	Assistant ...	147 Stephen st., Bellv.
Murray, Lucille C.....	14th Ave.....	Assistant ...	804 So. Orange ave.
Myer, Eva.....	Burnet St.....	H'd Assistant	342 Roseville ave.
Myers, Henrietta.....	South 10th St..	Assistant ...	146 South Eighth st.
Nash, Lillie M.....	Ann St.....	Assistant ...	271 Garside st.
Navatier, Theresa C....	Charlton St....	Assistant ...	34 Hillyer st., Orange.
Nebinger, Mary G.....	Belmont Ave. G.	V. Principal.	221 North Sixth st.
Negles, Anna M.....	South Market St.	Assistant ...	298 South Ninth st.
Nettleton, Harriet A...	Hamburg Pl....	H'd Assistant	32 Mt. Pleasant ave.
Nevins, Mildred.....	Belmont Ave....	Assistant ...	14 Patterson st., O'ge.
Newell, Gertrude E....	Hamburg Pl....	Assistant ...	281 Godwin st., Patsn.
Newman, Reine H.....	Burnet St.....	Assistant ...	43 Elizabeth ave.
Nicolai, Clara E.....	Franklin	Assistant ...	254 Mt. Pleasant ave.
Nicholas, Emily.....	Oliver St.....	1st Assistant.	70 Broad st.
Nichols, Edna F.....	South Market St.	Assistant ...	8 Gouverneur st.
Nichols, Mary W.....	High	Assistant ...	315 Summer ave.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Nicklas, Peter J.....	High	Assistant ...	257 Parker st.
Nicoll, Daisy O.....	Avon Ave.....	Assistant ...	68 Millington ave.
Nicol, Florence M.....	13th Ave.....	Assistant ...	25 Howard st.
Noble, Josephine L.....	South 8th St...	Assistant ...	336 Seventh ave.
Nolan, Helen P.....	14th Ave.....	1st Assistant.	Belgrove dr., Kearny.
Norbury, Jessie.....	Hawthorne Ave.	Assistant ...	12 White ter.
Nye, Ruth B.....	Bergen St.....	Assistant ...	24A Van Wagenen st.
O'Brien, Mary F.....	South 16th St..	Assistant ...	60 Millington ave.
O'Connor, Florence E...	Washington St..	Assistant ...	215 Washington st.
O'Connor, Helen A.....	South 8th St...	Assistant ...	57 North Seventh st.
O'Connor, Mary N.....	Charlton St....	H'd Assistant	636 High st.
Ohr, Amelia C.....	14th Ave.....	Assistant ...	187 South Eleventh st.
Olds, Almada M.....	Washington St..	Assistant ...	17 Pennington st.
O'Rourke, Mary A.....	Warren St.....	Assistant ...	45 Burnet st.
Ostrander, Katharine V..	Ann St.....	Assistant ...	73 Sherman ave.
Ott, Mary E.....	18th Ave.....	1st Assistant.	1135 Broad st.
Otmueller, Elsie H.....	Abington Ave...	Assistant ...	296 Clifton ave.
Overgne, Louise C.....	18th Ave.....	H'd Assistant	20 Miller st.
Overgne, M. Theresa.....	Hawthorne Ave.	Assistant ...	20 Miller st.
Paddock, Alice M.....	Lafayette St....	Clerk	6A Homestead park.
Paddock, Carmilla.....	Waverly Ave.....	Assistant ...	6A Homestead park.
Padget, Vesta.....	Belmont Ave....	Assistant ...	28 Grove pl., E. O.
Palmer, Belle G.....	Morton St.....	Assistant ...	56 Nelson pl.
Parker, Grace M.....	Monmouth St...	Assistant ...	418 Main st., Paterson
Parmalee, Laura M.....	Sussex Ave.....	1st Assistant.	391 William st., E. O.
Parmly, Maude.....	Bruce St.....	Assistant ...	161 Roseville ave.
Paton, Mrs. Emilie R....	7th Ave.....	Assistant ...	78 Fourth ave.
Patrick, Augusta L.....	High	Phys. Culture	47 N. Ful'tn av. Mont
Patterson, Edith F.....	Hamburg Pl....	Assistant ...	1072 Ave. C, Bayonne
Patterson, Mary L.....	Franklin	Clerk	494 Washington st.
Payne, Emma L.....	14th Ave.....	Assistant ...	37 Hill st.
Pauley, Caroline M.....	Alexander St...	Assistant ...	102 Second st., S. O.
Peach, Nellie M.....	Miller St.....	Assistant ...	315 High st.
Peal, Amelia E.....	13th Ave.....	Assistant ...	556 Mt. Prospect ave.
Pearson, Nelle G.....	Sussex Ave....	Assistant ...	42 Myrtle ave.
Pease, Henry F.....	High	Man'l Train'g	16 Schley st.
Peck, Adelaide.....	Miller St. G....	V. Principal.	122 Brunswick st.
Peer, E. Jane.....	Oliver St. G....	V. Principal.	19 Pennington st
Peiffer, Marie A.....	Newton St.....	Assistant ...	29 Gould ave.
Perrin, Eva.....	South 16th St..	Assistant ...	373 Washington st.
Perry, Mabel E.....	South 8th St...	Assistant ...	109 South Eleventh st.
Perry, Mary E.....	Warren St.....	Kind'g Asst..	17 Glenw'd ave., E. O.
Peters, Minnie L.....	Franklin	Assistant ...	330 Belleville ave.
Pettit, Florence L.....	Central Ave....	1st Assistant.	55 North Seventh st.
Philip, Mrs. Josephine L..	Waverly Ave....	Assistant ...	1156 Sp'gfld ave., Irv.
Phillips, Charlotte T.....	Newton St.....	Assistant ...	40 Camp st.
Phillips, Ella A.....	Hawthorne Ave.	Assistant ...	447 Summer ave.
Phillips, Florence L.....	South 8th St...	Kind'g Direct.	68 Ever'g'n pl., E. O.
Pickwick, Eli, Jr.....	Manual Training	Director ...	624 Ridge st.
Pierce, Antinette R.....	Miller St.....	Assistant ...	64 Emmet st.
Pierson, H. Elsie.....	Elizabeth Ave..	Assistant ...	9 Astor st.
Pilkington, Ruth.....	Morton St.....	Assistant ...	12 Vanderpool st.
Pinkham, George Ripley..	Ann St.....	Principal ...	22 West Kinney st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Pitkin, Edgar S.....	7th Ave.....	Principal	70 N. 15th st., E. O.
Pitkin, Marcia L.....	Lafayette St....	Assistant ...	26 West Kinney st.
Plume, Matilda A.....	Newton St.....	Kind'g Direct.	120 Prospect st., E. O.
Pomeroy, Rosamond....	Camden St.....	Kind'g Direct.	562 Warren st.
Poortman, Amelia.....	Waverly Ave....	Assistant ...	28 Sand'fd ave., Irv.
Porsch, Marie.....	South 10th St...	Assistant ...	463 S. Fifteenth st.
Porter, Helen L.....	Charlton St....	Assistant ...	50 Murray st.
Post, Anna E.....	Bergen St.....	Assistant ...	47 N. Grove st., E. O.
Postill, A. Blanche....	South 8th St...	Assistant ...	48 North Sixth st.
Potter, S. Emily.....	Washington St., P	V. Principal.	51 Washington ave.
Powelson, Sarah A.....	Charlton St....	Assistant ...	47 Stratford pl.
Preston, Adeline D.....	Bergen St.....	Assistant ...	24 Millington ave.
Preston, Ethel V.....	Hawthorne Ave.	Assistant ...	24 Millington ave.
Price, Mary H.....	High	Assistant ...	16 Taylor st.
Prichard, Margaret H...	Waverly Ave....	H'd Assistant	36 Baldwin ave.
Pullin, Charlotte I.....	High	Assistant ...	575 Summer ave.
Pullin, Elsie.....	Sussex Ave....	Assistant ...	227 North Sixth st.
Pullin, Jeannette.....	Hamburg Pl....	Clerk	227 North Sixth st.
Pulver, Helen C.....	Franklin	Assistant ...	318 Belleville ave.
Putnam, Adelaide G....	Franklin	Assistant ...	66 Oriental st.
Quigg, Ethel.....	Elliot St.....	Assistant ...	25 Halleck st.
Quinby, Anna W.....	Camden St.....	H'd Assistant	14 James st.
Quinn, Katharine E....	Bergen St.....	1st Assistant.	321 Hillside ave.
Randolph, Corliss F....	15th Ave.....	Principal	76 South Tenth st.
Raquet, Marie L.....	Morton St.....	Kind'g Asst..	37 Waverly ave.
Rauch, Alpha J.....	Ann St.....	Assistant ...	70 Court st.
Redding, Lydia F.....	Bergen St.....	1st Assistant.	178 Bergen st.
Reeve, Ella A.....	Hamburg Pl....	Assistant ...	85 Broad st.
Reeve, M. Emma.....	Burnet St.....	Assistant ...	9 Linden st.
Reeves, Florence M....	Morton St.....	Assistant ...	88 Wright st.
Reich, Ida.....	Belmont Ave....	Assistant ...	235 Court st.
Reichert, Helen E.....	Bruce St.....	Assistant ...	109 N. 14th st., E. O.
Reilly, Julia C.....	Bergen St.....	Assistant ...	75 Murray st.
Reilly, Mary F.....	South 8th St...	Assistant ...	18 Oakland ter.
Reuck, Edith H.....	Bergen St. P...	V. Principal.	63 South Tenth st.
Reuck, S. Alberta.....	Charlton St....	V. Principal.	63 South Tenth st.
Reynolds, Esther M....	Morton St.....	Assistant ...	100 Alexander st.
Reynolds, Gertrude V...	South 16th St..	Assistant ...	139 New st.
Reynolds, Grace C.....	Elliot St.....	Assistant ...	106 Washington ave.
Richards, Lucy A.....	Elliot St.....	Assistant ...	464 Summer ave.
Richards, Mary H.....	High	Assistant ...	464 Summer ave.
Richardson, Florence...	Elliot St.....	1st Assistant.	299 Washington ave.
Richardson, Mabel.....	Elliot St.....	Clerk	299 Washington ave.
Richey, Frances O.....	Waverly Ave....	Assistant ...	152 Hunterdon st.
Riehman, Mathilde M...	Belmont Ave....	Assistant ...	60 Montgomery st.
Riley, Clara R.....	Franklin	Assistant ...	103 Bloomfield ave.
Rinck, Daisybelle F....	Miller St.....	1st Assistant.	127 Quitman st.
Rink, May R.....	Bruce St.....	Assistant ...	Hilton. N. J.
Riordan, Margaret C....	Camden St.....	Assistant ...	333 New st.
Roalefs, Lavinia.....	18th Ave.....	Assistant ...	138 Fourth ave.
Robertson, Jennie M....	Peshine Ave....	Assistant ...	28 Sherman ave.
Robinson, Anna J.....	Abington Ave...	Assistant ...	7 Oxford st., Mont'cl'r

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Robinson, Ethel M.....	15th Ave.....	Kind'g Asst..	36 Bell st., Orange.
Robinson, Ida S.....	Morton St.....	Assistant ...	587 Bergen st.
Robison, Violet C.....	Ridge St.....	Kind'g Direct.	10 Second ave.
Roche, Kate.....	Oliver St.....	Assistant ...	39 Chestnut st.
Rodgers, Martin.....	Hawthorne Ave.	Gymnastics ..	53 E. 117th st., N. Y
Rogers, Mary P.....	Sussex Ave.....	Assistant ...	117 North Sixth st.
Rogers, Mrs. M. Ella....	Lawrence St....	Assistant ...	137 Wakeman ave.
Roll, Mabel E.....	South 8th St....	Assistant ...	79 Bleecker st.
Romaine, Edna P.....	South Market St.	Assistant ...	70 Court st.
Romer, Bertha M.....	13th Ave.....	Kind'g Asst..	154 Second ave.
Romer, Caroline S.....	High	H'd Biology Dept.	154 Second ave.
Romer, Clara E.....	Franklin G.....	V. Principal.	154 Second ave.
Romer, Maud E.....	Lafayette St....	Assistant ...	1133 Broad st.
Root, Augusta B.....	Monmouth St....	Assistant ...	16 Astor st.
Rose, L. Hilda.....	Avon Ave.....	Assistant ...	860 South Twelfth st.
Ross, Pauline R.....	South 8th St....	Assistant ...	376 Seventh ave.
Rothery, Mrs. Aglae L....	Normal & Train.	Model & Critic	17 Riggs pl., S. O.
Rounds, Myrtle M.....	Chestnut St.....	1st Assistant.	228 Peshine ave.
Rowden, Phoebe J.....	Manual Training	Special	287 Clifton ave.
Rowe, Mabel H.....	Lawrence St....	Kind'g Asst..	494 Summer ave.
Rudd, Annie C.....	Summer Ave....	Assistant ...	114 Summer ave.
Rudd, Katherine E.....	High	Asst to Prin.	114 Summer ave.
Rudolph, T. Christine...	Abington Ave...	Assistant ...	125 Smith st.
Runyon, Edna L.....	18th Ave.....	Clerk	242 East Kinney st.
Runyon, Elizabeth.....	Miller St.....	Assistant ...	298 Clifton ave.
Runyon, Helen U.....	Bergen St.....	Assistant ...	252 North Seventh st.
Rusby, Elizabeth A.....	7th Ave.....	Kind'g Asst..	101 Lincoln ave., O.
Rusling, M. Louise.....	Summer Ave....	Kind'g Direct.	697 Mt. Prospect ave.
Russell, Josephine F....	Elliot St.....	1st Assistant.	248 Summer ave.
Ryan, Sadie A.....	13th Ave.....	Assistant ...	93 South Tenth st.
Ryerson, Dorothy A.....	7th Ave.....	Assistant ...	454 Orange st.
Sackett, Helen A.....	Miller St.....	Assistant ...	89 Sherman ave.
Sale, Mabel G.....	Hawkins St.....	Assistant ...	67 State st., E. O.
Salmon, Nellie C.....	Camden St.....	Assistant ...	19 Van Ren'r st. Belv
Sandford, Viola L.....	Burnet St.....	Kind'g Asst..	116 Third st.
Sandy, William C.....	High	H'd Com. Dpt	262 North Sixth st.
Sargeant, Ada E.....	Franklin St.....	Assistant ...	192 Summer ave.
Sarson, Rosalie S.....	Hawthorne Ave.	Assistant ...	30 Homestead park.
Savacool, Emma.....	Elliot St.....	Assistant ...	11 Washington st.
Sayre, Ann E.....	Lincoln St.....	Principal	18 Noll pl.
Sayre, Mrs. Laura H....	Lawrence St....	Assistant ...	25 Central ave.
Scarlett, Anna.....	Bruce St.....	Assistant ...	56 South Eleventh st.
Scarlett, Sarah B.....	Roseville Ave...	Principal	56 South Eleventh st.
Schaaf, Eugenie D.....	Newton St.....	Assistant ...	276 Littleton ave.
Schaefer, Alice R.....	Chestnut St.....	Assistant ...	20½ East Kinney st.
Schaefer, Anna G.....	South 10th St...	1st Assistant.	625 Bergen st.
Schaller, Caroline F....	Morton St.....	Assistant ...	401 Hawthorne ave.
Schenck, Bessie C.....	South 8th St....	Assistant ...	198 North Seventh st.
Schenck, Ethel.....	Lafayette St....	Kind'g Direct.	446 Ellison st., Patsn.
Schenck, Hattie O.....	High	Assistant ...	21 North Sixth st.
Schenck, Sarah H.....	18th Ave.....	Assistant ...	184 Mt. Pleasant ave.
Scheuneman, Julia A....	Monmouth St....	Assistant ...	159 Mt. Prospect ave.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Schieck, Carrie D.....	15th Ave.....	Assistant ...	94 State st.
Schmidt, Grace D.....	Abington Ave...	Assistant ...	171 Lincoln ave.
Schmidt, Karl G.....	Morton St. G...	V. Principal.	19 Farley ave.
Schmidt, Mabel W.....	Charlton St....	Kind'g Asst..	171 Lincoln ave.
Schoonmaker, Stella....	Alexander St...	1st Assistant.	50 North Seventh st.
Schulte, Otto H.....	Morton St.....	Principal	160 Ward pl., S. O.
Schwartz, Jennie A.....	Central Ave....	Assistant ...	38 Sussex ave.
Schwitzgable, Amelia E..	Bergen St.....	Assistant ...	50 Farley ave.
Seibert, Ernest H.....	Bergen St.....	Gymnastics..	459 High st.
Seidl, Bertha.....	15th Ave.....	H'd Assistant	413 South Eighth st.
Seidler, Louise G.....	Lafayette St...	Assistant ...	74 Hillside ave.
Seikel, George.....	Hamburg Pl....	Gymnastics ...	184 Bigelow st.
Seitz, Lillian V.....	14th Ave.....	Kind'g Asst..	246 South Seventh st.
Sexton, E. K.....	Board of Exam.	Secretary....	103 So. Eleventh st.
Seyfried, Sophie E. von..	Morton St.....	Clerk	79 Hillside ave.
Shafer, M. Belle.....	13th Ave.....	Assistant ...	25 Central ave.
Shaffer, Charles Grant...	Elliot St.....	Principal	18 Hedden ter.
Shaffer, Walter W.....	Avon Ave.....	Principal	656 Parker st.
Sharpe, Lydia M.....	South 10th St...	Clerk	42 Millington ave.
Shea, Katherine E.....	South 16th St...	Assistant ...	212 Broad st.
Sheehan, Julia E.....	Central Ave....	Assistant ...	25 S. Walnut st., E. O.
Sheldon, Blanche.....	7th Ave.....	Assistant ...	93 Pennsylvania ave.
Shemeley, Florence E...	Burnet St.....	1st Assistant.	184 Fourth st.
Shepard, Clara A.....	High	Assistant ...	46 Prospect st, E. O.
Shepard, May L.....	Burnet St.....	Assistant ...	Davis & Bergen av. Kny
Sheppard, Beulah B.....	15th Ave.....	Assistant ...	167 Mt. Prospect ave.
Sheridan, Edith M.....	Alexander St...	Assistant ...	15 Hollywd av. E. O.
Sherk, Daisy.....	18th Ave.....	Assistant ...	25 Lemon st.
Sherman, Angerona M...	13th Ave.....	H'd Assistant	159 Littleton ave.
Sherwood, Florence D...	Avon Ave.....	Assistant ...	27 West st., E. O.
Sibley, Florence H.....	Newton St.....	Assistant ...	554 Central ave.
Sidman, Susan E.....	Warren St.....	Assistant ...	34 Bell st., Orange.
Simpson, Amy.....	Franklin	1st Assistant.	42 Mt. Pleasant ave.
Sinclair, Bessie B.....	Elliot St.....	Assistant ...	62 Taylor st.
Sinclair, J. Edwin.....	High	Assistant ...	62 Taylor st.
Sinnott, Teresa M.....	Ann St.....	Assistant ...	130 New York ave.
Skeel, Harriet M.....	15th Ave.....	Assistant ...	18 Fabyan pl.
Skidmore, Theodora.....	High	Assistant ...	154 Second ave.
Skinner, Helena M.....	Lawrence St...	Kind'g Direct	402 Plane st.
Skinner, M. Adaline....	South 10th St...	Assistant ...	205 Walnut st.
Sloan, Mrs. Grace R.....	Charlton St....	Assistant ...	459 High st.
Slocum, Chas W.....	Writing	Supervisor ..	304 Broad st.
Smashey, Gertrude W....	Warren St.....	Assistant ...	141 Fifth st.
Smith, Agnes H.....	South 10th St...	Assistant ...	439 Clinton ave.
Smith, Mrs. Alyda J.....	Charlton St....	Assistant ...	53 Crawford st.
Smith, Mrs. C. L. D.....	South 10th St. G.	V. Principal.	144 Monmouth st.
Smith, Elizabeth.....	Hawthorne Ave.	Assistant ...	80 Rutgers st.
Smith, Elsie B.....	Monmouth St...	Assistant ...	48 Camp st.
Smith, Elsie E.....	Summer Pl...	Kind'g Direct.	220 Clifton ave.
Smith, Emma J.....	Chestnut St. G.	V. Principal.	55 Emmet st.
Smith, Ethelyn B.....	18th Ave.....	Assistant ...	319 South Eleventh st.
Smith, Gladys M.....	Ridge St.....	Assistant ...	136 Prospect st. Nutl'y
Smith, Ida E.....	College Pl.....	V. Principal.	107 Thirteenth ave.
Smith, Ida M.....	Normal & Train.	Model & Critic	55 Milford ave.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Smith, Josephine M.....	Franklin	Assistant ...	165 Fourth ave.
Smith, Leona C.....	Chestnut St.....	Assistant ...	579 Hawthorne ave.
Smith, L. Elizabeth.....	Newton St.....	Assistant ...	410 Plane st.
Smith, Leonora K.....	Avon Ave.....	Kind'g Asst..	48 Camp st.
Smith, Mabel E.....	Livingston St...	Assistant ...	11 Mt. Pleasant ave.
Smith, Margaret H.....	Hawthorne Ave.	Assistant ...	47 Seymour ave.
Smith, Martha E.....	Abington Ave...	V. Principal.	60 North Ninth st.
Smith, Mary B.....	Oliver St.....	Assistant ...	63 North Sixth st.
Smith, Miriam A.....	High	Assistant ...	378 High st.
Snodgrass, Orrin W.....	High	Assistant ...	70 Beech st., E. O.
Sokobin, Hannah F.....	Newton St.....	Assistant ...	566½ Springfield ave.
Solliday, Ida M.....	Charlton St.....	Assistant ...	221 Burnett st., E. O.
Sommer, Etta M.....	South 16th St...	Assistant ...	736 Clinton ave.
Sondheim, Ray.....	Washington St..	Assistant ...	52 Osborne ter.
Sondheim, Sophie.....	South 10th St...	Assistant ...	52 Osborne ter.
Sonn, Elizabeth H.....	Franklin	Assistant ...	278 Parker st.
Sonn, Lydia K.....	Manual Training	Assistant ...	282 Parker st.
Southworth, Winnifred W	Abington Ave...	Assistant....	Overlook ave., Belv.
Spaeth, J. Belle.....	Abington Ave...	Kind'g Direct.	29 Orleans st.
Spann, Carrie.....	Bruce St.....	H'd Assistant	317 Morris ave.
Spann, Sophia.....	13th Ave.....	Assistant ...	317 Morris ave.
Spawn, Mrs. Sophie.....	Newton St.....	Assistant ...	61 Wallace st.
Speer, Agnes C.....	Hawthorne Ave.	Assistant ...	84 Van Ness pl.
Speer, Matilda J.....	Hawthorne Ave.	V. Principal.	84 Van Ness pl.
Spencer, Mary B.....	18th Ave.....	Assistant ...	51 Chester ave.
Squire, M. Irene.....	Newton St.....	Assistant ...	26 Nelson pl.
Stansbury, Josephine A...	Avon Ave.....	Kind'g Direct.	14 Marshall st.
Stansbury, Mrs. Lydia D.	Ann St.....	Assistant ...	845 So. Fifteenth st.
Starr, Irene E.....	South Market St	Assistant ...	10 Berkeley Hts., Bfd.
Stearns, Wayland E.....	High	Principal ...	128 Lincoln ave.
Stein, Flora J.....	Avon Ave.....	Kind'g Asst..	69 Ingraham pl.
Stephens, Carrie V.....	Sewing	Supervisor .	11 Irving pl., Summit.
Stevens, Junius W.....	High	Assistant ...	116 Linden av., Blmf.
Stevens, Mabel L.....	Bergen St.....	Assistant ...	67 S. Prospect st. S. O.
Stevens, M. Leonora....	Camden St.....	Assistant ...	1017 Clinton ave., Irv.
Stevenson, Mrs. Susan V.	Monmouth St...	V. Principal.	445 Clinton ave.
Stewart, Mrs. Annie L...	Warren St.....	Assistant ...	153½ Third st.
Stewart, Marguerite.....	South St.....	Assistant ...	119 N. 16th st., E. O.
Stickney, M. Ada.....	Morton St.....	Assistant ...	140 Wickliffe st.
Stohr, Nathalie L.....	North 7th St...	Kind'g Asst..	25 Hillside av. G. Rdg
Stone, George W.....	High	H'd Assistant	153 Delavan ave.
Stonesifer, Charles F.....	High	Man'l Train'g	92 S. Thirteenth st.
Storch, Martha M.....	Monmouth St...	Assistant ...	131 Monmouth st.
Stover, Florence.....	Belmont Ave...	Assistant ...	14 Grove pl., E. O.
Stringer, Elizabeth M....	Washington St..	Assistant ...	51 Avon ave.
Strong, Anna E.....	South 8th St...	Assistant ...	251 Mt. Pleasant ave.
Struble, Eva E.....	Drawing	Supervisor .	453 Summer ave.
Sturgis, Emma M.....	7th Ave.....	V. Principal.	79 Burnet st.
Sullivan, Irene B.....	Oliver St.....	Assistant ...	439 Clinton ave.
Sutton, Annie S.....	Ann St.....	Assistant ...	55 Halsey st.
Swain, Mrs. Marie F....	Morton St.....	Assistant ...	121 Chadwick ave.
Swett, L. Ethel.....	High	Assistant ...	57 Rossm're pl. Belv.
Sylvester, Susan E.....	7th Ave.....	Assistant ...	260½ No. Seventh st
Symons, Evelyn S.....	Avon Ave.....	Assistant ...	9 Miller st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Taft, Grace R.....	Walnut St.....	Assistant ...	191 Clerk st., J. C.
Tait, Agnes J.....	Hawkins St.....	Assistant ...	23 Willow st., Orange
Tansey, Katherine J.....	Belmont Ave....	H'd Assistant	526 Sandford ave.
Tansey, Sara E.....	Belmont Ave....	1st Assistant.	526 Sandford ave.
Taylor, Arthur V.....	High	H'd Assistant	255 North Sixth st.
Taylor, Elizabeth S.....	Hawkins St.....	Assistant ...	29 South Twelfth st.
Taylor, Fannie.....	Livingston St...	Assistant ...	260 Mt. Pleasant ave.
Taylor, Florence.....	South 8th St...	Assistant ...	52 Roseville ave.
Taylor, Janette H.....	Lincoln	Assistant ...	160 Alden st., Orange
Taylor, Jeannette C.....	Monmouth St...	Assistant ...	249 Broad st., Blmfd.
Taylor, Marion P.....	Oliver St.....	Assistant ...	191 Fourth st.
Teare, Bessie M.....	Alexander St...	Kind'g Asst..	114 Prospect st.
Teeling, Regina C.....	Central Ave....	H'd Assistant	140 Garside st.
Telfer, Elizabeth T.....	Lafayette St...	V. Principal.	297 Garside st.
Telfer, James.....	High	Assistant ...	191 Fourth st.
Tennyson, Mrs. Helen H.	Charlton St....	Assistant ...	63 Sherman ave.
Terwilliger, Joseph L....	14th Ave.....	Principal ...	194 South Sixth st.
Thacher, C. S.....	High	Head of Math Dept.	354 Clifton ave.
Thieleman, Clotilda H...	Monmouth St...	Assistant ...	41 Isabella ave.
Thomas, Emily B.....	South St.....	Assistant ...	23 Orleans st.
Thomas, Florence M.....	High	Assistant ...	501 William st. E. O.
Thomas, Ruth R.....	Burnet St.....	Assistant ...	198 Liberty st., Blmf.
Thompson, Alice M.....	North 7th St...	Assistant ...	163 North Ninth st.
Thompson, Emma.....	Summer Pl....	Assistant ...	173 Mt. Prospect ave.
Thompson, Hattie.....	18th Ave.....	Assistant ...	250 Clinton ave.
Thompson, Nellie.....	Morton St.....	Assistant ...	684 Hunterdon st.
Thompson, Nellie B.....	Washington St.	1st Assistant.	250 Clinton ave.
Thurber, Adeline T.....	Chestnut St....	Assistant ...	137 Milford ave.
Tidey, Laura E.....	Summer Ave. P.	V. Principal.	691 Ridge st.
Tierney, Frances E.....	Belmont Ave....	Assistant ...	344 Totowa ave., Pat.
Tiffany, Belle L.....	Music	Asst. Superv.	17 Park st.
Tillard, Albertina G.....	Roseville Ave...	Assistant ...	72 North 19th st. E. O.
Tillou, Alice.....	15th Ave.....	Kind'g Direct.	Lyons Farms, N. J.
Titus, Ida M.....	North 7th St...	H'd Assistant	176 North Seventh st.
Titus, Lillian D.....	Sussex Ave....	Assistant ...	292 Park ave.
Tobey, Carrie E.....	Webster St. Tr'g	Model & Critic	207 Summer ave.
Todd, Marguerite B.....	Manual Training	Special	Orange, N. J.
Tompkins, Mrs. Anna M	15th Ave.....	H'd Assistant	246 Clifton ave.
Tonkin, Helene A.....	Oliver St.....	Assistant ...	215 North Seventh st.
Topping, May L.....	Charlton St....	Kind'g Asst..	720 DeGraw ave.
Townley, Edna A.....	Camden St.....	Assistant ...	36 Emmet st.
Townley, Elizabeth M....	Bergen St.....	Assistant ...	36 Emmet st.
Townley, Flora D.....	Miller St.....	Kind'g Direct.	7 Poinier st.
Travis, Anna N.....	Alexander St...	H'd Assistant	234 Centre st., Orange
Triess, Elmer W.....	High	Assistant ...	239 Parker st.
Tucker, Hoyt H.....	Camden St.....	Principal ...	411 Richm'd av., S. O.
Turnbull, Isabel C.....	Sussex Ave....	Assistant ...	547 Riverside dr. N. Y.
Turton, Marguerite.....	South 16th St...	Assistant ...	81 Orange av., Irv.
Turton, O. Mabel.....	Bergen St.....	Kind'g Asst..	825 So. Fourteenth st.
Tuttle, Dorothy B.....	Bruce St.....	Assistant ...	306 Roseville ave.
Unangst, M. Gertrude....	Camden St.....	Clerk	41 S. Hillside av. G. R.
Utter, Ella D.....	South Market St.	Assistant ...	112 Green st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Van Buskirk, Margaret R.	7th Ave.	Assistant ...	96 Peabody pl.
Vanderpool, Adela E.	South 8th St.	Assistant ...	372 So. Nineteenth st.
Vanderpool, Clara H.	Charlton St.	Kind'g Asst. ..	372 So. Nineteenth st.
Van Deusen, Edith I.	North 7th St.	Assistant ...	341 Summer ave.
Van Deusen, Mary E.	7th Ave.	Assistant ...	341 Summer ave.
Van Duyne, Alice E.	Summer Ave.	Assistant ...	246 Summer ave.
Van Duyne, Antoinette.	13th Ave.	Assistant ...	159 Littleton ave.
Van Duyne, Mabel.	Elliot St.	Kind'g Direct. ..	246 Summer ave.
Van Esselstine, Ida M.	Manual Training	Special	279 Verona ave.
Van Hest, Sadie L.	Peshine Ave.	Assistant ...	56 Burnet st.
Van Houten, Florene F.	14th Ave.	Assistant ...	382 South Tenth st.
Van Houten, Lizzie L.	Monmouth St.	Assistant ...	84 Avon ave.
Van Liew, Elsie V.	Central Ave.	Assistant ...	7 North Sixth st.
Van Sant, Katharine R.	Elizabeth Ave.	Assistant ...	329 North Seventh st.
Van Syckel, Gertrude T.	South Market St.	Assistant ...	75 Snyder st., Orange
Van Syckel, Rachel.	South Market St.	V. Principal. ..	2 Myrtle ave.
Vincent, Elizabeth W.	Central Ave.	1st Assistant. ..	5 Warren st.
Vincent, Jessie M.	Morton St.	Assistant ...	849 South Twelfth st.
Voegelin, Carl O.	High	Assistant ...	278 Sixth ave.
Vogel, Charlotte A.	Ann St.	Assistant ...	46 Lafayette st.
Voget, Arnold.	South 10th St.	Principal ...	336 Waverly ave.
Volker, Laura.	Sussex Ave.	Assistant ...	292 North Seventh st.
Vreeland, Mrs. Agnes A.	Cooking	Special	127 Fourth st.
Wade, Mrs. Annie H.	Lawrence St.	Assistant ...	132 Congress st.
Waggoner, Jessica M.	Alexander St.	Assistant ...	49 Columbia ave.
Walker, Lillian M.	13th Ave.	Assistant ...	195 Bergen av. Kearny
Wall, Ellena V.	College Pl.	Assistant ...	364 Summer ave.
Wallace, Elizabeth.	13th Ave.	Assistant ...	110 Second st., S. O.
Wallace, Ethel.	Bergen St.	Assistant ...	110 Second st., S. O.
Wallace, Helen.	Alexander St.	Assistant ...	110 Second st., S. O.
Walsh, Margaret L.	Lafayette St.	Assistant ...	328 Belleville Ave.
Walters, Mrs. Mary A.	Franklin	Assistant ...	81 Clarem't av. Mont.
Walz, Charlotte C.	Livingston St.	Assistant ...	86 Ridgewood ave.
Ward, Helen M.	Charlton St.	Kind'g Asst. ..	6A Milford ave.
Ward, Edwina D.	Miller St.	Assistant ...	90 Pennsylvania ave.
Ward, Norma F.	Franklin	Assistant ...	111 Plane st.
Warden, Randall D.	Phvs. Training. ..	Director ...	67 Treacy ave.
Warren, Alice L.	Miller St.	Assistant ...	64 Emmet st.
Warrender, Mrs. Helen D.	Camden St.	Assistant ...	88½ Broad st.
Warrender, J. Isabelle.	Bergen St.	Clerk	65 Howard st.
Waterfield, Theresa.	Charlton St.	Kind'g Asst. ..	22 Bruen av., Irvgt. n.
Waterman, Eugenia V.	15th Ave.	Assistant ...	472 Summer ave.
Watson, Ellen M.	Franklin	Kind'g Direct. ..	133 Clifton ave.
Watson, Jane L.	Prospect Ave.	V. Principal. ..	125 Bloomfield ave.
Webb, Harrison E.	High	Assistant ...	12 Irving pl., Summit
Weick, Carrie R.	Bruce St.	Assistant ...	241 Washington ave.
Weinberg, Bertha H.	South St.	Assistant ...	557 1st ave., Elizabeth
Weishaupt, Lotte A.	Hawkins St.	Assistant ...	27 South Twelfth st.
Weishaupt, Nella F.	North 7th St.	Assistant ...	27 South Twelfth st.
Welcher, Carrie May.	Ann St.	Assistant ...	246 Walnut st.
Wells, Ruth V.	South St.	Assistant ...	24 Whittles'y av. E. O.
Welsh, Myrtle M.	13th Ave.	1st Assistant. ..	179 Fairmount ave.
Wenzel, Emma L.	Ann St.	Kind'g Asst. ..	136 Prospect st.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
West, Claude L.....	Newton St.....	Principal ...	188 Grafton ave.
Westervelt, Isabella G....	Lafayette St....	Assistant ...	227 Hamilton st. Rhy.
Westervelt, Mabel H....	Waverly Ave....	Assistant ...	299 Seventh ave.
Westwood, Louise.....	Music	Supervisor ...	122 Broad st.
Wettlin, Emma L.....	Normal & Train.	Model & Critic	459 High st.
Whipple, Mary E.....	Franklin	Assistant ...	81 Claremont av. Mont.
White, Mrs. Blanche E....	Miller St.....	Clerk	114 Milford ave.
Whitfield, Rayna C.....	13th Ave.....	Assistant ...	332 High st.
Whitman, Gertrude B....	Bruce St.....	Assistant ...	136 William st. E. O.
Whitemore, Mrs. Addie B	Chestnut St....	Assistant ...	17 Pennington st.
Whyte, Alice T.....	Normal & Train.	Teacher of Theory ...	Boulevard and High- land av., Jersey City.
Widmer, M. Evelyn.....	Charlton St....	Assistant ...	21 Hillside ave.
Wiener, Florence.....	Monmouth St...	Assistant ...	1121 Broad st.
Wiener, Irene.....	14th Ave.....	Assistant ...	1121 Broad st.
Wiener, Rosalind.....	Chestnut St....	Assistant ...	1121 Broad st.
Wiener, William.....	High	Head Phys. Science Dept.	62½ Nelson pl.
Wilcox, Mrs. Georgia H.	Belmont Ave....	Kind'g Asst..	157 Chadwick ave.
Wilding, Florence C....	Hamburg Pl....	1st Assistant.	331 High st., P. Amb.
Wilkins, Edna G.....	Roseville Ave...	Kind'g Asst..	90 Broad st.
Williams, Bessie F.....	Newton St.....	Assistant ...	48 No. 16th st., E. O.
Williams, Emma R.....	Roseville Ave...	Assistant ...	38 Warren pl.
Williams, Frances W....	Bergen St.....	Kind'g Asst..	56 Elizabeth ave.
Williams, Jessamine A...	Charlton St....	Kind'g Asst..	56 Elizabeth ave.
Williams, Marion.....	Hawkins St....	Assistant ...	Eagle Rock av. W. O.
Williams, Minnie W....	Miller St.....	Assistant ...	42 Elizabeth ave.
Willis, Jennie V.....	South St.....	H'd Assistant	1076 Broad st.
Willis, Jessie T.....	Lafayette St...	Assistant ...	119 Hillside ave.
Willis, Lily M.....	Belmont Ave...	Assistant ...	119 Hillside ave.
Willis, Sara H.....	Elliot St.....	Assistant ...	706 Clifton ave.
Willis, W. Spader.....	Normal & Train.	Principal ...	459 High st.
Willoughby, Mabel A....	Waverly Ave...	Assistant ...	224 William st. E. O.
Wilson, Agnes.....	Oliver St.....	Assistant ...	73 Parkhurst st.
Wilson, Helen E.....	South St.....	Clerk	91 West Kinney st.
Wilson, J. Alfred.....	Oliver St.....	Principal ...	47 Mapes ave.
Wilson, Katherine C....	Elliot St.....	Assistant ...	48 Lincoln ave.
Wilson, L. Jennett.....	Sussex Ave....	Kind'g Asst..	62 North Sixth st.
Wilson, Regina H.....	Central Ave....	Assistant ...	35 Frank'n st. Morrist.
Wilson, Susie M.....	South 16th St..	Assistant ...	906 S. Seventeenth st
Winans, Florence M....	Franklin	Kind'g Asst..	116 Lincoln ave.
Winkhofer, Annette....	Central Ave....	Assistant ...	18 West st., E. O.
Winey, Amelia M.....	Newton St.....	Assistant ...	2 Morton pl., E. O.
Winters, Margaret I. E.	Hamburg Pl....	Assistant ...	250 Van Buren st.
Wirth, Celia.....	Lafayette St...	Assistant ...	154 Belmont ave.
Wolf, Emma.....	Burnet St.....	1st Assistant.	23 Court st.
Wolf, Emma.....	Livingston St...	V. Principal.	187 Seymour ave.
Wolf, Fanny.....	Bergen St.....	H'd Assistant	187 Seymour ave.
Wolf, Julia.....	Avon Ave.....	V. Principal.	187 Seymour ave.
Wood, Clara A.....	Lafayette St...	Assistant ...	225 Littleton ave.
Wood, Elizabeth M....	South 8th St...	Assistant ...	42 Stuyvesant ave.
Wood, Elizabeth O.....	Bergen St.....	Assistant ...	126 Ridgewood ave.
Wood, Mrs. Sophie Frost	Summer Pl....	V. Principal.	118 Chester ave.
Woodruff, Louise E....	7th Ave.....	Assistant ...	79 Eaton pl., E. O.

TEACHERS—CONTINUED.

NAME.	SCHOOL.	RANK.	ADDRESS.
Woods, Anna L.....	7th Ave.....	Assistant ...	Liberty Corner, N. J.
Woodward, Emma F....	Morton St.....	Assistant ...	32 Astor st.
Woolever, Jane.....	Newton St.....	Assistant ...	51 North Seventh st.
Woolley, Jane.....	Bruce St.....	Assistant ...	11 Hawth'e av. E. O.
Worts, Sarah P.....	Belmont Ave....	Assistant ...	62 Center st., Nutley.
Wright, Jennie R.....	Johnson Ave....	Assistant ...	81 Parkhurst st.
Wright, Jessie M.....	Camden St.....	V. Principal.	27½ Wakeman ave.
Wright, May F.....	South 10th St...	H'd Assistant	26 Hill st.
Wyckoff, Elizabeth.....	North 7th St. G.	V. Principal.	211 North Sixth st.
Wyckoff, Josephine.....	Franklin	Assistant ...	278 Parker st.
Wylie, Elizabeth H.....	Monmouth St...	Assistant ...	229 North Sixth st.
Wylie, Mary T.....	Roseville Ave...	Assistant ...	229 North Sixth st.
Yablonsky, Sarah.....	Hawthorne Ave.	Assistant ...	81 Waverly ave.
Yeckley, M. Gertrude....	Belmont Ave....	Assistant ...	80 Park pl.
York, Flora.....	Normal & Train.	Tch'r of Theo.	161 Milford ave.
Zahn, Clara.....	Summer Pl.....	Principal	53 South st.
Zapp, Amelia M.....	Belmont Ave...	Assistant ..	1135 Broad st.
Zehnder, Rena A.....	14th Ave.....	Assistant ...	180 Fairmount ave.
Zimmermann, Louise....	Hamburg Pl....	Assistant ...	23 Bremen st.
Zimmermann, Mabel L..	South 16th St...	Assistant ...	70 Ingraham pl.

EVENING SCHOOLS.

ELEMENTARY SCHOOLS.

Principal	\$4.00 per evening
Assistant	3.00 " "

HIGH SCHOOLS.

Principal	\$5.00 per evening
Assistant	4.00 " "

DRAWING SCHOOL.

Principal	\$1,800.00 per year
First Assistant	4.50 per evening
Assistants.....	\$3.00 and \$3.50 and 4.00 " "

SPECIAL.

Manual Training	\$3.00 and \$3.50 per evening
Cooking	3.00 " "
Sewing	3.00 " "
Stenography	4.00 " "
Drawing	3.00 " "

SUBSTITUTES.

High School—male.....	\$4.00 per day
High School—female.....	3.00 " "

Grammar and Primary Departments,

\$2.00, \$2.50 and 3.00 " "

Evening High School.....Salary of regular teacher

Evening School.....Salary of regular teacher

1. Kindergarten Assistants—Same schedule as Assistants, except that the maximum shall be \$1,050.00.

2. Assistant in Ungraded School and Head Teacher of Cooking—\$100.00 in addition to scheduled salary as assistant.

3. Head Assistants and First Assistants, teaching classes of the highest grade, shall receive \$100 additional while teaching such grade.

4. In all cases of promotion of teachers to higher positions they shall be advanced to the next higher salary grade.

5. All teachers must serve one year as temporary teacher, upon the completion of which, if satisfactory, they shall enter upon the first year of the permanent grade.

6. All increases of salary under this schedule shall be

based upon merit and efficiency to be ascertained so far as practicable from the official records of the Board of Education. Such increases shall be recommended by the Superintendent and approved by the appropriate Committee. The following to be effective February 1, 1908: In all cases where teachers, principals, or supervisors have failed by reason of unsatisfactory service to receive their stated annual increase of salary, such teacher, principal, or supervisor after three successive years of satisfactory service subsequent to the date of the salary increase being withheld, shall be recommended for advance in salary to such grade as such teacher, principal, or supervisor would be entitled to receive provided advance in salary had not been so withheld.

7. Teachers absent from duty on account of furlough or other excused absence for a period in the aggregate not longer than two months in any one year shall not suffer thereby any loss of time in reaching the next higher salary grade.

8. No special salary now paid shall be reduced by reason of this schedule.

SCHEDULE OF JANITORS' SALARIES.

Effective February 1, 1909.

For each class room up to 8 class rooms, inclusive	\$7.25 per room
For each additional class room up to 13 class rooms, inclusive	3.00 " "
For each additional class room up to 20 class rooms, inclusive	2.75 " "
For each additional class room up to 30 class rooms, inclusive	2.00 " "
For each additional class room over 30 class rooms	1.75 " "
For assembly rooms and gymnasium, \$2.00 per C. sq. yds. of floor area.	
For courts	2.30 per C. sq. yds.
For sidewalks	1.15 " " run. ft.
For one boiler, or equal	17.25
For each additional boiler, or equal...	5.75
For each ventilating system.....	5.75

SCHEDULE OF SALARIES FOR OFFICERS AND CLERKS

	Temp.	Permanent					Max.
		1st Yr.	2d Yr.	3d Yr.	4th Yr.	5th Yr.	
Chief Clerk	\$1,260	\$1,340	\$1,420	\$1,500	....	....	\$1,600
1st Grade Clerk	1,100	1,150	1,200	....	....	....	1,260
2d " "	840	900	960	1,020	....	....	1,100
3d " "	500	550	600	650	700	750	840
4th " "	240	300	360	420	....	....	500
Chief Stenogr	750	800	880	960	1,040	1,120	1,200
Asst. "	420	500	550	600	650	700	750
Sec'y to Supt. . .	2,400	2,500	2,600	2,700	2,800	2,900	3,000
Supervisor of							
Repairs	1,800	2,000	2,200	....	....	....	2,400
Nurses	720	780	840	....	....	....	900
Drivers	660	720	780	....	....	....	840

ATTENDANCE DEPARTMENT

Supervisor of							
Attendance ..	2,000	2,100	2,200	2,300	2,400	....	2,500
Attend'ce Officers:							
Male	900	1,000	1,100	....	....	....	1,200
Female	600	700	800	....	....	....	900

No promotion or advance in the salary of any employee affected by this schedule shall be made except upon recommendation of the head of the department and with the approval of the Committee.

PART IV

RULES

OF THE

Board of Education

ORGANIZATION.

1. The Board of Education shall meet on the first day of January of each year, or as soon thereafter as practicable, for the purpose of organization, at which time a President and a Vice-President shall be elected for the ensuing year; but should no election take place at that meeting said election shall be in order at any meeting convened thereafter.

MEETINGS.

2. Regular monthly meetings of the Board shall be held on the last Thursday of each month. The hour of the meeting shall be eight o'clock p. m. At the hour appointed the roll shall be called and the names of the members then present recorded by the Secretary. The names of other members shall be recorded as they may afterward appear. As soon as a quorum shall be present the Board shall proceed to business and after the organization, no member shall retire without the permission of the Chair.

A quorum shall consist of a majority of the members of the Board of Education, and no resolution or order shall be adopted unless with the consent of a like number; but a less number may adjourn from time to time.

Special meetings may be called by the President when he shall deem it expedient, and shall be called whenever requested in writing by three members.

DUTIES OF PRESIDENT.

3. It shall be the duty of the President to preside at all sessions of the Board, preserve order, enforce the rules, sign all bonds, notes, agreements, deeds and leases ordered to be executed by the Board; sign all warrants drawn on

the custodian of school moneys of the Board; appoint all standing committees, and all special committees when not otherwise provided for. The President shall also be custodian of the official bond of the Secretary.

The President shall be a member of the Board of School Estimate, and of all standing committees.

DUTIES OF VICE-PRESIDENT.

4. In case of the resignation, absence or other disability of the President, the Vice-President shall perform all the duties of the President. In case of absence or disability of both the President and Vice-President, a President *pro tem.*, to be chosen by the Board, shall perform all the duties of the President.

The Vice-President shall be chairman of the Committee on Finance and member of the Board of School Estimate.

DUTIES OF SECRETARY.

5. A Secretary shall be appointed by the majority vote of all the members of the Board of Education; he shall be paid such salary as said Board shall determine, and may be removed by a majority vote of all the members of said Board. He shall before entering upon the duties of his office, execute and deliver to said Board a bond in a sum to be fixed by said Board, but not less than two thousand dollars, with surety or sureties to be approved by said Board conditioned for the faithful performance of the duties of his office. Said Board may accept the bond or undertaking of a trust company or surety or indemnity company, and may pay the annual premium or fee therefor as a current expense of said Board.

The Secretary may appoint or remove clerks in his office, but the number and salaries of such clerks shall be determined by the Board of Education.

The Secretary shall record the proceedings of the Board and of its committees, and shall be the custodian of all securities, documents, title papers, books of record and other papers belonging to the Board under such conditions as said Board shall prescribe.

The Secretary shall collect tuition fees and other moneys due to the Board of Education, except moneys apportioned by the County Superintendent of Schools or appropriated by the city, and shall deposit with the custodian of the school moneys of the district all moneys collected by him, and shall render monthly to the Board of Education a report of the receipts during the preceding month.

The Secretary shall be the general accountant of the

Board of Education and shall preserve in his office all accounts, vouchers, and contracts relating to the public schools. He shall examine and audit all accounts and demands against said Board. Every such account or demand exceeding in amount the sum of five dollars, except for salaries, shall be verified by affidavit.

He shall, under the direction and rules of the Board and of the several committees, order all supplies for schools and keep a duplicate of his orders and have charge of the supplies of stock.

He shall attend all meetings of Committees or designate any assistant for that purpose. He shall perform such other duties as the Board may direct.

DUTIES OF ASSISTANT SECRETARY.

6. An Assistant Secretary shall be appointed by the majority vote of all the members of the Board of Education; he shall be paid such salary as the Board shall determine, and may be removed by a majority vote of all the members of the Board; he shall assist the Secretary in the discharge of his duties. In the absence of the Secretary he shall perform the duties of that office and render such other services as the Board may require.

DUTIES OF SUPERINTENDENT OF SUPPLIES.

7. A Superintendent of Supplies shall be appointed by a majority vote of all the members of the Board of Education; he shall be paid such salary as said Board shall determine, and may be removed by a majority vote of all the members of said Board. He shall, under direction of the Board and of its several committees, purchase and order all supplies for the schools and the several departments of the Board and keep a duplicate of his orders. Previous to the first day of June each year, he shall, under direction of the appropriate committees, prepare specifications and advertise for proposals for furnishing and delivering the various kinds of educational and miscellaneous supplies, including fuel, as may be required by the Board during the ensuing school year. Should other and further supplies be required, same shall be purchased in like manner, provided, that in case of emergency, he shall have power to purchase supplies to an amount not exceeding \$100 without action of the Committee, after conference with or at the direction of the Chairman of the proper Committee.

He shall have charge of the receiving and delivery of all furniture and supplies of every kind and of keeping the

same in repair and shall certify to the correctness of all bills and claims.

He shall prepare and maintain an inventory of all the furniture and general supplies that enter into the permanent equipment of the school buildings or other property of the Board showing an approximate estimate of the value thereof.

The Superintendent of Supplies shall appoint or remove clerks in his office, but the number and salaries of such clerks shall be determined by the Board of Education.

He shall attend all meetings of Committees or designate any assistant for that purpose. He shall perform such other duties as the Board may direct.

DUTIES OF CITY SUPERINTENDENT.

8. A Superintendent of Schools shall be appointed by a majority vote of all of the members of the Board of Education. He shall receive such salary as said Board shall determine, which salary shall not be reduced during his employment. He may be removed by a majority vote of all the members of said Board. He shall have a seat in said Board and the right to speak on all educational matters, but shall not have the right to vote.

The Superintendent of Schools shall devote himself exclusively to the duties of his office. He shall have general supervision over the schools of the city and shall examine into their condition and progress and report thereon from time to time as directed by the Board of Education. He may appoint and remove clerks in his office, but the number and salaries of such clerks shall be determined by said Board. Said Superintendent shall render annually on or before the first day of August to the State Superintendent of Public Instruction, and in the manner and form prescribed by him, a report of such matters relating to the schools under his supervision as shall be required by said State Superintendent of Public Instruction.

The Superintendent of Schools shall attend each meeting of the Board of Education, and he shall have like notice of the meetings of the Board as the members thereof.

He shall attend any meeting of any committee when requested by the committee, or by any member thereof, and shall give his views and opinions on all matters before such committee.

He shall devote himself to the study of the public school system, keep himself acquainted with the progress of instruction and discipline in other cities, in order to suggest appropriate means for the advancement of the public schools

in this city, and see that the regulations of the Board in regard to these schools are carried into full effect.

He shall visit all the schools as often as practicable, carefully observing the methods of instruction and discipline of all the teachers, suggest improvements, and remedy defects in their management; advise on the best methods of instruction and discipline; pay special attention to the classification of the pupils in the several schools and to the apportionment among the classes of the prescribed studies.

He may make any temporary arrangements relative to schools or to the convenience of the instructors as any emergency may require; but shall report such action to the proper committee at once.

If the place of any instructor in the schools becomes vacant, he may, if he deem it necessary, appoint an instructor to fill such vacancy *pro tem.*, but shall report such vacancy and appointment to the proper committee at its next meeting.

He may with the approval of the President of the Board of Education, and the chairman of the Committee on Instruction and Educational Supplies, suspend any assistant superintendent, principal or teacher, and shall forthwith report such suspension to the Board of Education, which Board shall take such action for the restoration or removal of such assistant superintendent, principal or teacher as it shall deem proper; *provided*, that such action shall be by a majority vote of all the members of said Board.

He shall have power to temporarily transfer principals, teachers, and substitutes in his discretion, and shall report such transfers to the proper committee to be laid before the Board at its next meeting for such action as it shall deem best.

He shall take cognizance of any difficulty which may have occurred between the instructors and parents or guardians of the pupils, or between the instructors themselves, relative to the government or instruction of the schools, and give advice concerning the same.

He may suspend or expel any pupil for violent or pointed opposition to the authority of the teacher, or when the example of such pupil is injurious to the interests of the school where such pupil may be, and reformation shall appear hopeless; and he shall report, as soon as practicable, any such case of suspension or expulsion to the proper committee.

He shall keep on file at his office the statistics of the schools and furnish to the Board monthly a synopsis of the principals' reports; shall furnish from time to time such other official information in his possession as the Board may require, and make an annual report to the Board.

He shall be member and chairman of the Board of Examiners.

He shall perform such other duties as may be assigned to him by the Board.

DUTIES OF ASSISTANT CITY SUPERINTENDENTS.

9. It shall be the duty of the Assistant City Superintendents to assist the City Superintendent in the supervision and direction of the schools of this city. They shall consult with the City Superintendent frequently regarding the work of the schools for the purpose of making suggestions and of receiving his instructions. They shall visit the schools for the purpose of observing the work of principals and teachers and of giving them instruction and counsel. They shall report, as required, to the City Superintendent upon the work of the schools; they shall serve as members of the Board of Examiners; and shall perform such other services as the Board may prescribe. In the absence of the City Superintendent, one of the Assistant Superintendents shall be designated by him to perform his duties during such absence, with the consent and approval of the President of the Board and Chairman of the Committee on Instruction and Educational Supplies. Their compensation shall be as the Board may prescribe.

DUTIES OF BOARD OF EXAMINERS.

10. The Board of Examiners shall consist of the City Superintendent of Schools and two Assistant Superintendents of Schools, whose services in this capacity shall be a part of their services as Superintendents of Schools, and, also, two others not otherwise connected with the school system, to be appointed by a majority vote of the Board. A secretary to the Board of Examiners shall be appointed who shall be an experienced school man and who shall devote his whole time and energies to the duties of his office. He shall, subject to the approval of the Board of Examiners, prepare all examination questions, conduct all written examinations, examine and rate all examination papers, except in such special, technical, or other subjects as the Board of Examiners may direct shall be otherwise examined and rated. In cases where candidates for certificates are from without the city, it shall be his duty, so far as may be deemed advisable and he may be directed, to visit these candidates at their work and report to the Board of Examiners their professional and personal stand-

ing in the communities where well known. He shall collect and tabulate such data as may be valuable and suggestive as to method of examination, certification and appointment of teachers in other cities, and shall keep adequate records of applications and examinations for appointment and promotion in our own system.

As opportunity offers or as he may be directed, the secretary to the Board of Examiners shall make special investigation and study of the most economical and efficient means of distribution and use of the text books and apparatus in the schools. He shall perform such other duties as may be directed by the Board of Education or the Committee on Instruction and Educational Supplies. His salary shall be as the Board of Education may prescribe.

It shall be the duty of the Board of Examiners to hold stated and other examinations of candidates for teachers' certificates of all grades in the City of Newark and to make lists of those eligible under the rules of the Board of Education for appointment. It shall be the duty, also, of the Board of Examiners to receive from teachers, principals, and educational organizations, recommendations and requests as to changes in approved text book list, consider the same, and make recommendations to the Committee on Instruction and Educational Supplies as to change in list of approved text books, apparatus and school supplies under such rules and regulations as the Board of Education may prescribe.

CONSTRUCTION DEPARTMENT.

11. There shall be established a Construction Department under which all building alterations and repairs to school buildings shall be done; this department shall be divided into three sub-departments, architectural, engineering and repairs, and shall be directly in charge of Committee on Buildings, Grounds and Supplies.

DUTIES OF SUPERVISING ARCHITECT.

12. The Supervising Architect shall be required to prepare plans and specifications for school buildings, and the furniture thereof, including such detail and working plans as may be necessary, *excepting such work as is covered in the duties of the Supervising Engineer*, to supervise the work of construction. He shall perform such other duties connected with the construction and erection, renovation, and repair of all school buildings and school furniture as the Board or its committees may require, attend all regular

meetings of the Board, make a monthly report of the work performed by him, and make other reports as to the conditions of the buildings as he may deem necessary or advisable, or as the Board of Education may require.

The architect shall consult with the engineer in the preparation of building plans, and provide suitable space to accommodate, and meet the requirements of the work for which the engineer is responsible. Should any difference of opinion arise between the Supervising Architect and School Engineer, the same shall be immediately referred to the Committee on Buildings, Grounds and Supplies for adjustment.

He shall make a written report monthly to the Committee on Buildings, Grounds and Supplies, and shall attend meetings of said Committee and of the Board when required.

DUTIES OF SUPERVISING ENGINEER.

13. The Supervising Engineer shall have the supervision and control of the engineers and janitors employed by the Board, in respect to their duties connected with the heating and lighting apparatus, and the plumbing, sewerage, and ventilating of schools.

He shall, when directed by the Committee on Buildings, Grounds and Supplies, make or cause to be made the evaporating test of coal furnished the school buildings under contract.

He shall prepare all plans and specifications for and supervise the installation of the heating and ventilating, plumbing, gas fitting, sewerage, and electrical work for new school buildings and additions. He shall consult and advise with the architect of the Board in reference to the above work.

He shall superintend all alterations, additions and repairs to the heating and ventilating apparatus, also the plumbing, gas fitting, and sewerage, and *electrical work* of old buildings, and shall, under the direction of the Committee on Buildings, Grounds and Supplies, prepare plans and specifications for such alterations and additions when it may be deemed necessary so to do.

He shall certify to the correctness of all estimates and bills for work done and materials furnished under his direction and supervision before they shall be certified by the Committee on Buildings, Grounds and Supplies. He shall perform such other duties pertaining to his position as the Board may require.

DUTIES OF SUPERVISOR OF REPAIRS.

14. The Supervisor of Repairs shall inspect all school buildings at least once each year, or as often as the Committee on Buildings, Grounds and Supplies shall direct, and report in writing their general condition. He shall have under his direct supervision all the carpenters or other mechanics engaged in repair work not requiring the direction of the Supervising Engineer.

MEDICAL INSPECTION DEPARTMENT.

15. There shall be established a Department of Medical Inspection, which shall be directly in charge of the Committee on Instruction and Educational Supplies.

There shall be appointed by a majority vote of the Board a Supervisor of Medical Inspection. He shall receive such salary as the Board shall determine and may be removed by a majority vote of all the members of the Board.

He shall devote at least three hours each week day to the duties of his office as the needs of the schools require and the Board may direct.

He shall have charge and direction of the inspectors in the performance of their duties and shall report monthly to the Board regarding the work done in this department.

In case of vacancy in the Department of Medical Inspection, the Supervisor shall make nominations to the Committee on Instruction and Educational Supplies to fill such vacancy.

He shall also attend meetings of any committee of the Board when requested and make such reports and recommendations as he may deem advisable.

STANDING COMMITTEES.

16. The standing committees for the year shall be as follows:

1. Committee on Finance and Legislation, five members and the President.
2. Committee on Buildings, Grounds and Supplies, six members and the President.
3. Committee on Instruction and Educational Supplies, five members and the President.

17. THE COMMITTEE ON FINANCE AND LEGISLATION shall have general charge and supervision of all the financial

affairs of the Board. It shall recommend to the Board from time to time such legislation as may be deemed necessary; also, call to its attention any proposed legislation that may be deemed prejudicial to the schools, and recommend such action as it may deem wise. It shall cause to be insured against loss by fire all school buildings and the contents thereof. It shall have charge of all the printing of the Board.

18. THE COMMITTEE ON BUILDINGS, GROUNDS AND SUPPLIES shall have supervision of school sites and buildings, shall recommend appropriate sites for school houses; shall cause to be prepared and shall submit to the Board plans and specifications for the erection of such houses, extensions, or additions as shall be ordered by the Board and shall cause all contracts for the performance of the work to be duly executed, heating and ventilating methods included, and shall examine and act upon all requests for the use of school buildings that may be made by principals or associations connected with the schools; all other applications, if approved by the Committee, shall be referred to the full Board for its consideration.

It shall have supervision of all work of every description required in putting and keeping in repair all school houses, including all apparatus and appliances for heating, ventilating, and sanitation, and shall purchase such materials as shall in its judgment be required, for the equipment of new buildings and furniture for all buildings.

It shall visit whenever practicable, all the schools to determine what repairs are required. It shall advertise for bids for the required work as directed by law, and shall furnish specifications and plans where needed.

It shall examine all applicants for positions as janitors and recommend to the Board for appointment such as they deem qualified, including the salaries to be paid. It shall prescribe the duties of janitors, and publish directions for their government, and for cause may recommend to the Board for discharge. If a vacancy occurs between the meetings of the Board, the Supervising Engineer shall have power to temporarily appoint janitors. The Supervising Engineer may, in emergency, suspend a janitor until the case shall be acted upon by the Committee and the Board.

It shall have immediate direction and control of the Supervising Architect, Supervising Engineer, and Supervisor of Repairs.

19. THE COMMITTEE ON INSTRUCTION AND EDUCATIONAL SUPPLIES shall have supervision of all schools. It

shall recommend to the Board from time to time, for appointment, promotion, or transfer in the schools under its supervision any duly licensed persons who are recommended by the City Superintendent and who in its judgment are fully qualified. With the City Superintendent it may temporarily employ and determine the grade of teachers, but temporary appointments shall be submitted to the Board for approval or rejection at its next meeting. It shall determine the salaries for teachers and report the same to the Board for its approval. It shall investigate all complaints made against or by principals and teachers and report thereon to the Board. It may, in emergency, suspend a teacher in such schools until the case shall have been acted upon by the Board. In case of suspension, a written statement of facts upon which suspension is based shall be filed in the office of the City Superintendent for the information of the Board. It shall have full charge and control of all matters relating to the enforcement of school attendance. It shall, with the City Superintendent, divide the city into attendance districts and assign officers thereto. It shall direct the Supervisor of Attendance in the performance of his duties, and in general direct and control all matters relating to the enforcement of the Compulsory Education act. It shall perform such other duties as may be prescribed by the regulations or directed by the Board.

It shall, from time to time, recommend to the Board such school books, maps, globes, charts, and illustrative apparatus as it may think best adapted to the wants of the school, but no vote shall be taken upon such recommendation until one month has elapsed, and no text book, map, chart, globe and apparatus shall be stricken from or placed upon the approved list of educational supplies without first having been submitted to the City Board of Examiners, which shall give a written report stating the reasons for its recommendations; when the recommendations of the City Board of Examiners is not unanimous, the minority shall present a written report giving its recommendations; the City Board of Examiners shall make a report regarding any text book, map, chart, globe and apparatus whenever the Committee on Instruction and Educational Supplies shall so request, but it shall be understood particular attention will be given to the revision of approved list of educational supplies in the meeting for May. It shall contract for such books, maps, globes, charts, and apparatus, and all other educational supplies required in the course of study, and shall provide for their regular delivery, including pianos, typewriters and all other educational supplies as may be required from time to time. It shall have charge of the course of study in all the schools,

and, from time to time, shall recommend such alterations and revisions thereof, as it may deem proper.

It shall have supervision of the sanitary condition of the schools and their surroundings and, from time to time, recommend such measures as it may deem necessary for the prevention of disease and the promotion of the health of pupils and teachers; it shall recommend to the Board the appointment of medical inspectors, who shall hold office at the pleasure of the Board. It shall prepare rules and regulations for the guidance and control of the medical inspectors, and report same to the Board for its action.

20. All committees advertising for contracts shall require the proposals or estimates to be accompanied by a certified check in the amount of five per cent. (5%) of estimate or an approved surety company's bond for like amount.

They shall also require the successful bidder to furnish a satisfactory bond, executed by a surety company qualified to do business in this State, in the amount of one-third the contract price. That the Board may be free to adjust liens or replace defective work, if any, the bond shall remain in force in possession of the Board for one year after final payment.

A copy of any and all circulars giving instructions or recommendations and sent out by any department, *embodying or carrying out the direction of any Committee of the Board or the Board itself*, shall be sent to each member of the Board.

21. ALL COMMITTEES shall discharge their duties without special direction by the Board, but no action of a committee shall be binding until reported to and approved by the Board. No member of the Board shall be interested in or derive pecuniary benefit directly or indirectly, from any contract, agreement, or purchase made by or for any committee of the Board. Every report shall be signed by a majority of the committee and shall contain a statement of facts, with its opinion in writing. No report shall be made by a committee unless the subject thereof shall have been considered at a meeting of which the members have been notified. When such report is made, a minority of the committee may also present its views in writing.

Three may constitute a quorum for the transaction of Committee business, but when only three are present, matters considered must be by unanimous consent of members in attendance and action taken, if to stand as a Committee report, must be by unanimous vote.

RULES OF ORDER.

22. The regular order of business at the meeting of the Board shall be as follows:

1. Calling the roll.
2. Reading the minutes.
3. Reception of communications.
4. Presentation of bills and claims.
5. Reports of officers.
6. Reports of standing committees.
7. Reports of special committees.
8. Notices and resolutions.
9. Unfinished business.
10. Miscellaneous business.

The order of business may be temporarily suspended by a two-thirds vote, but the suspension of all other rules of the Board shall only be done by unanimous consent.

23. All resolutions for the consideration of the Board shall be in writing.

24. When a question is under debate, no motion shall be received except—

- To adjourn.
- To lay on the table.
- The previous question.
- To commit
- To postpone indefinitely
- To postpone to a certain time
- To amend

—which motion shall have precedence in the order named. A motion to adjourn, to lay on the table, or for the previous question, shall be decided without debate.

25. The yeas and nays shall be ordered on any question on demand of one member. Every member present shall vote when his name is called, if required by the President or any other member and the names of the members refusing to vote upon any resolution or motion shall be recorded as voting in the affirmative.

26. The Board may form itself into a Committee of the Whole, which shall be governed by the rules of the Board so far as applicable, and a motion for the committee to rise may be made by any member at any time.

27. In other respects the proceedings of the Board shall be conducted according to the parliamentary rules laid down in "Roberts' Rules of Order."

28. The foregoing rules for the government of the Board may be amended at a regular meeting by a vote of a majority of the members of the Board, but only after the proposed amendment has been read at two regular meetings of the Board, or by the unanimous consent of the whole Board at any regular meeting. The rules may be suspended at any regular meeting by unanimous consent of all the members present.

REGULATIONS

FOR THE

Government of the Schools

I.—SYSTEM AND GRADE.

The schools under the government of the Board shall consist of the following:

Kindergarten,	Drawing,
Primary,	Summer,
Grammar,	Ungraded,
High,	Playgrounds,
Normal and Training,	Special,
Evening,	

which shall be open for the instruction of pupils of both sexes to be classed separately or in mixed classes, as the Board may from time to time determine.

KINDERGARTENS.

The Kindergarten Course shall comprise the usual instruction and training adapted to children from the ages of four to six.

No child shall be admitted to a kindergarten class who is under four years of age, and children may be promoted to primary classes who are five years of age, and who show sufficient maturity.

Kindergarten classes shall be established in all schools which shall enroll sufficient children of kindergarten age to justify the maintenance of such a class.

PRIMARY SCHOOLS.

The Primary Course shall comprise in addition to the kindergarten course the four grades next succeeding. In case the requirements of the school system demand, additional grades may be established in Primary Schools.

The studies pursued shall comprise spelling, reading, language lessons, writing, arithmetic, geography, elementary physiology, nature study, drawing, manual training, physical culture and vocal music.

GRAMMAR SCHOOLS.

The Grammar Course shall include in addition to the Primary Course the four grades next succeeding. In addition to the studies pursued in the Primary Course, algebra, elementary science, history and civics shall be taught.

No pupil shall be admitted to a grammar school who has not completed the primary course.

Certificates of graduation shall be presented to all pupils who satisfactorily complete the course.

HIGH SCHOOLS.

The High School Course shall include the four grades next succeeding the Grammar Course. It shall comprise instruction in the elements of the sciences, mathematics, commercial studies, history and civics, English, drawing, music, manual training, physical culture, and such other branches, including Latin, Greek, German and French languages, as the Board shall prescribe.

No pupil shall be admitted under the age of eleven years, nor without a certificate of graduation from a grammar school; or, if the applicant has not been in attendance at a grammar school, upon an examination equivalent to that to which the pupils of the grammar schools are subjected for graduation.

Certificates of graduation shall be presented to all pupils who satisfactorily complete any prescribed course.

NORMAL AND TRAINING SCHOOLS.

A Normal and Training School shall be maintained for the instruction and training of teachers and shall comprise a two-years' course for grade teacher's diploma and an additional half year's course for a kindergarten teacher's diploma.

Graduates of the Newark High School in good standing shall be admitted to the Normal and Training School with-

out further examination. Graduates of other high schools and institutions of equal rank with the Newark High School may be admitted upon recommendation of the City Superintendent approved by the Chairman of the Committee on Instruction and Educational Supplies.

Applicants for admission not presenting diplomas from approved high schools must, before admission, pass an examination upon the subjects included in a four years' high school course.

Certificates of graduation, which shall also be licenses to teach in the City of Newark, shall be granted to all pupils who satisfactorily complete either of these courses.

No student shall be admitted to the Normal and Training School who is not of good health and physical soundness as certified to by a physician and approved by the Supervisor of Medical Inspection.

EVENING SCHOOLS.

Evening schools shall be maintained during such portion of the year as the Board may direct. The studies shall be those prescribed for the primary, grammar, and high schools. The terms and conditions of admission shall be prescribed by the Board, but no pupil shall be admitted under twelve years of age except by permission of the supervisor of evening schools and Chairman of the Committee on Instruction and Educational Supplies.

DRAWING SCHOOLS.

Drawing schools shall be maintained during such portion of the year as the Board may direct for the instruction of pupils in freehand, architectural and mechanical drawing, modeling and other studies that the Board may from time to time prescribe. The terms and conditions of admission shall be prescribed by the Board, but no pupil shall be admitted under fourteen years of age.

SPECIAL SCHOOLS.

Special schools shall be maintained for instruction in such studies and industrial pursuits as may be deemed expedient; but no expenditure shall be made by the Board for such schools, except for educational purposes, nor shall the Board

pay more than five hundred dollars per annum on account of rent for any such school.

SUMMER SCHOOLS.

Summer schools shall be maintained for such a period during the months of July and August as the Board may from time to time prescribe.

The course of study pursued shall include all the branches taught in the primary and grammar schools so far as practicable.

UNGRADED SCHOOLS.

Ungraded schools shall be maintained for the instruction and discipline of those children whom it may be deemed inexpedient to enroll in the graded schools.

The course of study pursued shall include all branches taught in the primary and grammar schools so far as practicable.

PLAYGROUNDS.

Playgrounds shall be maintained for such a period each year as the Board may from time to time prescribe for the recreation and instruction of children under the age of fifteen years.

II.—TERMS AND VACATIONS.

I. TERMS.

The school year shall commence on the second Monday in September, and terminate on the Friday next preceding the fourth day of July, and be divided into two terms, ending respectively on the last school day in January and the Friday next preceding the fourth day of July.

2. VACATIONS.

The vacations shall be Thanksgiving Day and the day following; from Christmas to New Year's Day inclusive; the week which includes Good Friday; and all legal holidays. At no other time shall the day schools be closed, except by resolution of the Board, or by direction of the President of the Board and the City Superintendent of Schools.

III.—SESSIONS.

I.—KINDERGARTEN, PRIMARY, GRAMMAR, TRAINING, AND
UNGRADED SCHOOLS.

The schools shall be open during the regular terms, five days in each week, from Monday to Friday inclusive, and there shall be two sessions daily—a morning session, from 9 a. m. to 11.45 a. m., with a recess as directed by the City Superintendent, and an afternoon session, from 1 p. m. to 3 p. m., with gymnastic exercises in the school room near the middle of the session. In the first grade an afternoon recess of ten minutes, to be supervised by the assistants of that grade, may be given, at the discretion of the City Superintendent and the principal of the school.

The afternoon session in the Training Department of the Normal School shall begin at 1 o'clock and end at 3 o'clock each day.

Kindergarten classes may, at the discretion of the City Superintendent, be dismissed for the morning session at 11.30 o'clock.

2. NORMAL SCHOOL AND HIGH SCHOOL.

In the Normal School and in the High School, at the discretion of the City Superintendent, the noon intermission may be reduced to three-quarters of an hour, and the school may be dismissed at 2:30 p. m.

3. EVENING SCHOOLS.

The Evening Schools, during their continuance, shall be open four evenings in each week—Monday, Tuesday, Thursday and Friday. The session shall commence at 7:30 p. m. and close at 9:30 p. m.

4. DRAWING SCHOOLS.

The Drawing Schools, during their continuance, shall be open either five or six evenings in each week as may be found necessary. The session shall commence at 7:30 p. m. and close at 9:30 p. m.

5. SINGLE SESSIONS.

Upon extremely stormy days, principals may hold one session in their schools, closing at 12 m. They shall immediately send to the Superintendent of Schools a notice in writing giving the reason for closing. The Superintendent shall report to the Committee on Instruction and Educational Supplies each month the schools so closed and the reasons therefor.

IV.—OPENING AND CLOSING EXERCISES.

The morning sessions of the schools shall be opened and, at the discretion of the principal and the City Superintendent, the sessions of the evening schools shall be closed with the reading of a portion of the Holy Scriptures, without comment, and repeating the Lord's prayer. Vocal music, at the discretion of the principal may be added to these exercises, but together they shall occupy no more than fifteen minutes.

V.—ADMISSION.

(a) *Vaccination.* Successful vaccination or a former attack of smallpox shall be a condition of admission to any school as pupil, teacher, officer, or employee of the Board; but where insusceptibility to the vaccine virus, or unfitness as a subject for vaccination shall be claimed and reasonably demonstrated to the satisfaction of the Committee on Instruction and Education Supplies, or the Supervisor of Medical Inspection, such person may be admitted to school under such provisions and restrictions as the Committee or Supervisor may decide upon in each individual case.

Pupils, teachers, officers, and employees of the Board of Education insusceptible to the vaccine virus, shall demonstrate to the satisfaction of a medical inspector or the Supervisor of Medical Inspection that he or she has been vaccinated three (3) consecutive times during that year before being allowed to enter school, and shall submit to revaccination each succeeding year until successful.

Principals, teachers, janitors, pupils, or employees of

the Board residing in a house where an infectious or contagious disease exists, shall be immediately suspended from school, and shall not be re-admitted except as follows: In case of scarlet fever, smallpox, diphtheria, cholera, yellow fever, epidemic cerebro spinal meningitis, and tuberculosis; upon notification from the Board of Health that the disease is at an end and the house fumigated and upon a certificate of a medical inspector. In all other cases of contagious diseases, upon a certificate of the medical inspector that all danger of contagion or infection is past.

Principals, teachers, janitors, and pupils having removed from a house of contagion to some other house for the period during which the house in question is under quarantine, shall apply to the Supervisor of Medical Inspection for a permit to return to school. This permit to be granted by said Supervisor only after satisfactory proof has been produced as to the above requirements and said applicant has been quarantined for a period covering the incubation of said disease.

Said permit having been received, he or she shall return to school immediately.

(b) *Personal*—No pupil shall be admitted into any school or received in any class unless personally clean; nor shall any child notoriously vicious, or having such previous record in school as warrants his exclusion, be admitted to any graded school.

(c) *Revaccination*—All pupils before being admitted to the high school shall be examined by a medical inspector and shall be revaccinated unless it is satisfactorily shown to said medical inspector that such pupils have been successfully vaccinated within a period of ten years or are insusceptible to the vaccine virus.

VI.—PUPILS.

I. ATTENDANCE AND PERMITS.

All children shall attend the schools of the district in which they reside, unless for special reasons the Committee on Instruction and Educational Supplies shall give a written permit to attend elsewhere.

All applications for permits must be presented in writing to the committee at the rooms of the Board of Education, stating the reasons therefor, and, if granted, shall be kept on file in the office of the principal of the school until the close of the school year. All permits shall be valid for the school year, unless the accommodations are required for children residing in the district.

Children in the eighth grade in any grammar school removing from a district during the school year may complete their course in the school in which they have been attending without special permission, unless their places are required for the accommodation of children residing in such district.

2. NON-RESIDENT PUPILS.

(a) *Resident Children*—All children are to be considered as resident children and entitled to free tuition who belong to any of the following classes:

1. Children whose parents reside within the city limits.
2. Children legally adopted whose parents by adoption reside within the city limits.
3. Orphans living within the city limits.
4. Children living within the city limits who rely for their support wholly upon their own earnings.
5. Children living within the city limits, but not with their parents, and for whose support their parents contribute nothing.
6. Children living within the city limits with mother when father has abandoned family; or when parents are divorced and mother has custody of children.
7. Children residing with legal guardians who are residents of the city.
8. Children bound by articles of apprenticeship to master who resides within the city limits.

(b) *Non-resident Children*—All children who do not come under the foregoing classification as resident children shall be required to pay tuition.

(c) *Conditions of Admission*—All children coming under the first three classes of resident children shall be admitted by the principal of the school without reference to

the city superintendent; all children coming under the last five classes of resident children shall be referred by the principal to the city superintendent and not admitted without the latter's certification.

(d) Non-residents may be admitted to the schools of this city upon the payment of a tuition fee, payable in advance, at the following rate per annum: Elementary Schools, \$25; High School, \$75; Normal School, \$75; Evening High Schools, \$25; Elementary Evening Schools, \$12; Drawing School, \$20; Special Courses in Evening High Schools: Manual Training, \$5; Cooking, \$5; Stenography, \$12.50.

3. RECEPTION AND CLASSIFICATION.

Every pupil on entering school shall be assigned to a class of the grade which examination shall show him prepared to enter.

No greater number of pupils shall be assigned to any class room than there are regular seats in such class room. No grammar class shall have less than forty pupils, except the eighth grade, where the minimum shall be thirty except by permission of the Committee on Instruction and Educational Supplies.

4. ABSENTEES.

(a) *Notification of Parents.*—When any pupil shall have been absent from school two consecutive days, the principal or class teacher under the direction of the principal shall inform the parents or guardian of the facts, unless the principal has satisfactory information that the parent has knowledge of such absence. No pupil shall, under any circumstances whatever, be sent by any teacher to ascertain the cause of any other pupil's absence from school.

5. INSTRUCTION.

(a) *Schoolroom.*—The course of study and the methods of teaching shall be as prescribed by the Board in the published Manual of Instruction, with such variations therefrom as may be authorized by the City Superintendent and

approved by the Committee on Instruction and Educational Supplies.

(b) *Preparation of Lessons Out of School.*—No pupil of a grade lower than the fifth shall be required to prepare any lesson out of school.

6. DISCIPLINE.

(a) *Detention.*—Pupils deficient in lessons, disorderly or tardy, may be detained, not to exceed one hour, after the dismissal of school in the afternoon, under the personal supervision of their respective teachers; but no pupil shall be deprived of recess or noon intermission.

(b) *Suspensions.*—Principals shall have the power to suspend for gross offences, but every suspension shall be reported without delay to the City Superintendent, who shall investigate the facts and confirm or annul the suspension and report his findings and action thereon to the Committee on Instruction and Educational Supplies," without delay to the standing committees on such schools, respectively, who shall investigate the facts and confirm or annul the suspension. All cases of suspension must be reported to the City Superintendent.

7. RECORDS.

Records of attendance, scholarship, and deportment shall be kept in all the schools in the class rooms, in a manner prescribed by the Board, which shall be uniform in all schools of the same grade.

8. TESTIMONIALS.

Testimonials for distinguished merit shall be awarded semi-annually in all the schools to pupils whose attendance, punctuality, scholarship, and deportment shall entitle them to the same.

9. BASIS AND ALLOWANCE.

The percentage and other requisites to obtain certificates or testimonials shall be fixed by the Board and communicated to teachers by the City Superintendent in "Instructions," to be furnished by him to principals.

10. BOOKS AND STATIONERY.

(a) *Supply*.—Books, stationery and other articles needed in the school room shall be furnished without cost to the pupils, but articles destroyed or damaged must be replaced.

(b) *Damages*.—Any injury by a pupil to books or school articles, or to the furniture or building, shall be paid for by the parent or guardian in accordance with a bill to be rendered by the principal. In case payment be refused the pupil shall be suspended, as provided in sub-division "b" under the head of "Discipline."

(c) *Appropriations*.—At the beginning of each fiscal year, each school shall have apportioned to it an appropriation for the purchase of books, stationery and school supplies on the approved list. Manual training, cooking and sewing supplies shall be furnished to the various schools only upon requisition of the supervisors of these departments.

The basis of appropriations for purchase of books, stationery and school supplies shall be as follows:

\$1.00 per pupil—Kind'g, 1st, 2d and 3d grades.

1.40 " " 4th and 5th grades, training and ungraded schools.

1.90 " " 6th, 7th and 8th grades.

3.00 " " High and Normal Schools.

based on average total enrollment for March, April and May preceding.

In Evening Schools:

\$.60 per pupil in elementary schools.

.65 " " in high schools.

based on average enrollment of the preceding year.

In Summer Schools:

\$.25 per pupil

based on average enrollment of the preceding year.

Apportionment for new schools shall be such as the Secretary of the Board and the City Superintendent shall decide will be adequate, when approved by the Committee on Instruction and Educational Supplies.

Schools opening new class rooms or affected by changes in district lines shall have basis of appropriation modified

accordingly, as the City Superintendent and the Secretary of the Board, after conference with the principals of the schools affected, shall judge to be just and adequate and when approved by the Committee on Instruction and Educational Supplies.

The funds for summer and evening schools shall be available at the beginning of the term. Six-tenths of the day school funds shall be available in September; three-tenths, January 1st; and the remaining one-tenth, May 1st.

Balance due any school at the close of the year shall be added to the fund for that school for the succeeding year.

The principal of the school shall be responsible for the proper expenditure of the fund apportioned to the school in his charge and shall make all requisitions, except as noted above. Any requisition made in excess of scheduled appropriations or for books or supplies not on the approved list, shall be held by the Secretary and the principal notified and the matter brought to the attention of the Committee on Instruction and Educational Supplies at its next meeting.

Requisitions shall be approved by the City Superintendent. If any requisition does not meet with the approval of the City Superintendent, the requisition shall be held and reasons for withholding approval be given at once to the principal and to the Committee on Instruction and Educational Supplies at its next meeting.

VII.—TEACHERS.

I. RANK AND DESIGNATION.

The teachers shall rank, and in all records and schedules of the Board be designated, as—

Principals,
Vice-Principals,
Head Assistants,
First Assistants,
Assistants,
Kindergarten Directresses,
Kindergarten Assistants,
Clerks.

2. RELATIONS AND DUTIES.

PRINCIPALS.

(a) *Reports.*—Principals shall be immediately responsible to the City Superintendent, to whom they shall make the reports prescribed in these regulations, or which may be required by him from time to time for his information, and shall meet with him for conference as often as he may deem necessary.

They shall see that the school registers are kept carefully and accurately, make requisitions for all school supplies, which requisitions shall be approved by the City Superintendent, and keep in their offices for inspection such records and files and make such reports and returns to the Secretary of the Board as are prescribed in these regulations or may be required by the Board.

(b) *Supervision.*—Principals shall have charge and control of their schools, school buildings, and property; the reception and classification of pupils and their instruction and discipline; and shall give class and individual instruction to pupils as much as possible consistent with the performance of their other duties.

They shall have the direction and control of vice-principals and other teachers in the management of their departments and classes, and shall receive and transmit all instructions or directions from the City Superintendent to all teachers.

They shall personally direct the janitors in the performance of their duties, as the same may be prescribed, and report any neglect thereof to the appropriate committee.

(c) *Care of Property.*—They shall have personal care of all school property, books, and apparatus, protect the same so far as possible from mutilation and injury, render the bills and enforce the collections and penalties prescribed by the Board for the same, render account and make return annually of the sums collected pursuant thereto.

They shall be at the school buildings during school hours on Thursday and Friday before the opening of school in September, and such other times as may be necessary to

enroll new pupils, to conduct examinations, and to consult with parents regarding their children; they shall see that school rooms and adequate supplies are ready for the opening of schools, and may require teachers to meet them in conference and to receive instructions on the Friday or Saturday preceding the opening of school that the regular work may begin promptly on the following Monday morning.

(d) *Reception of Visitors.*—They shall receive all visitors and afford them proper accommodations and facilities for seeing school work, but with such limitations as shall prevent annoyance or interruption to teachers of classes.

They shall not permit any person to visit the school for the purpose of commending or exhibiting any book or other article, nor shall they distribute circulars, tickets, or advertisements, or give notice to the pupils under their charge of any exhibition or business, or permit the same to be done on the school premises.

(e) *Fire Drills.*—Principals shall hold emergency fire drills in the schools under their charge at least once every week (weather permitting), in accordance with instructions received from the City Superintendent.

VICE-PRINCIPALS.

Vice-principals shall have general charge of the floor or department with which they are connected, and shall assist the principal in carrying out his instructions.

In the absence of the principal the vice-principal of the highest grade, or should there be no vice-principal, the senior assistant of the highest grade shall assume his station and duties.

A grammar vice-principal shall teach the highest class of his or her department. A primary vice-principal shall teach any class of her department as directed by the principal. Vice-principals shall conduct their classes and make reports concerning same as prescribed in the regulations for assistants.

HEAD ASSISTANTS.

Head assistants shall have disciplinary charge of the rooms, corridors and courts assigned by the principal and

shall perform in connection therewith such other duties as may be required by him. In all other respects their duties shall be similar to those of assistants.

FIRST ASSISTANTS.

First assistants shall have charge of either a seventh or eighth grade division. In all other respects their duties shall be similar to those of assistants.

ASSISTANTS.

Assistants shall, under the direction of the principal, personally instruct the pupils assigned to them in accordance with the "Manual of Instruction;" keep records of attendance, scholarship, and deportment; have charge of the school room property and protect it from injury or mutilation, as far as possible, and report any injury to the same; enforce order and discipline in the classes, so far as possible without appeal to the principal, and render to him such assistance in the halls, courts and yards pertaining to the school buildings at the opening, recess, intermission and dismissal as he may deem necessary.

KINDERGARTEN DIRECTRESSES.

The Kindergarten directresses shall have the direction of such assistants as may be assigned to them. In all other respects their duties shall be similar to those of assistants.

CLERKS.

Clerks shall be required to perform the ordinary clerical duties that appertain to a principal's office, and such other duties as may be assigned by the principal of the school. In the absence of a teacher a clerk may be temporarily assigned to teach a class.

3. APPEALS.

In case of dispute or question as to the propriety of duties which vice-principals or other teachers may be called upon by principals to perform, appeal may be made to the City Superintendent, which appeal shall be in writing.

4. ATTENDANCE.

(a) *Hours*.—All teachers shall be in attendance at their stations or class rooms and prepared for duty fifteen minutes before the opening of the school session, and the school hours shall be devoted to the interests of the school, to the exclusion of any other employment, study, or pursuit.

(b) *Register*.—Principals shall keep an accurate register of the attendance, absence, and tardiness of all the teachers of their schools, and the time lost thereby in each instance, and report the same semi-annually to the City Superintendent.

(c) *Tardiness*.—As often as the tardy marks of the teacher shall amount to five, principals shall make special report of the same to the City Superintendent.

(d) *Visiting for Instruction*.—Teachers may visit schools other than their own during school hours whenever the City Superintendent shall permit or direct such visitation, for the instruction of the teacher, and shall make report of the same to the principal. Whenever deemed advisable the City Superintendent may provide a substitute.

5. SALARIES.

(a) *Schedules*.—The salaries of all teachers shall be in accordance with the schedules that may be prescribed by the Board, which schedules shall provide for an annual increase through a term of years to a maximum. No schedule shall be changed except at the commencement of the school year.

(b) *Increase*.—The annual increase in teachers' salaries shall be determined by the date of permanent appointment. Promotions of assistant teachers shall be regarded as new appointments, provided that no promotion shall work a decrease or prevent the increase of salary by reason of term of service.

(c) *Payments and Deductions*.—Salaries shall be paid monthly, beginning with the month of September and ending with June, making ten payments each year. A month shall be construed and taken as twenty school days or four weeks of five school days each, and all deductions from salaries on account of absence shall be made upon that basis.

(d) *Absence*.—1. Teachers absent on account of personal illness shall forfeit substitute pay only, subject to the approval of the Committee on Instruction and Educational Supplies, when such absence exceeds thirty consecutive school days. When absence for personal illness exceeds five consecutive school days a physician's certificate must be forwarded to the Secretary.

2. Teachers absent from duty on account of furlough or other excused absence for a period in the aggregate not longer than two months in any one year shall not suffer thereby any loss of time in reaching the next higher salary grade.

3. Furloughs shall be limited to two years' duration, except, when through special application, duly considered by the Committee on Instruction and Educational Supplies, it shall be decided by the Board to grant a definite extension. A teacher not returning to active service within two years' time and not having had the furlough extended by special action of the Board, shall thereafter cease to be on the approved list of teachers.

(e) *Forfeiture*.—Teachers absent from school duty for other causes than personal illness shall forfeit their salary during absence; except:—

1. In case of the death of a parent, brother or sister, husband or wife, absence shall be excused from day of death until funeral, provided such absence does not exceed four days.

2. In case of the death of a grand-parent, a brother's or sister's child, uncle or aunt, brother-in-law or sister-in-law, absence shall be excused for the day of the funeral.

3. In case of the marriage of a parent, brother or sister, absence shall be excused for the day of wedding.

4. In case of quarantine on account of contagious disease, when such quarantine is not due to personal illness; no forfeiture of salary, provided a certificate from the health officer is forwarded to the Secretary.

NOTE:—Excused means excused from forfeiture of more than substitute's salary.

Five tardy marks, "unexcused," shall count as one-half

day's absence, and a corresponding deduction be made at the next payment.

(f) *Relief*.—Appeal for relief from forfeiture or loss may be made to the Committee on Instruction and Educational Supplies, who may, at its discretion, relieve therefrom.

(g) *Appointments*.—All appointments of teachers shall be made with reference to the "school year." No teacher shall be connected with any organization or engage in any business which, in the opinion of the Board, may interfere with the proper discharge of the duties prescribed by these regulations.

(h) *Resignation*.—Teachers shall give one month's notice of intention to resign. In default of the same they shall forfeit one month's salary, at the discretion of the Board.

Any teacher who shall resign to take effect within two months from the beginning of any school term shall receive salary only for the actual number of school days of service.

6. SUBSTITUTES.

(a) *Appointment*.—Teachers detained from school shall immediately notify the principal, who shall notify the City Superintendent, who may appoint substitutes to discharge their duties during such absence.

(b) *Pay*.—The pay of substitutes shall be as follows: in the High School, for male substitute, \$4.00 per day; female substitute, \$3.00 per day; in the evening schools, the pay of regular teacher; in the grammar and primary grades and kindergarten, the pay of substitutes shall be as follows, based on length of service, as approved by the City Superintendent:

Candidates who have had:

One year or less of satisfactory experience—\$2.00 per day.

Two years' satisfactory experience—\$2.50 per day.

Three years' satisfactory experience—\$3.00 per day.

7. SUPERVISORS AND ASSISTANT SUPERVISORS.

It shall be the duty of the supervisors to aid the City Superintendent in the supervision and direction of their

respective departments. They shall consult with him frequently regarding the work of the schools for the purpose of making suggestions and receiving his instructions. They shall visit schools for the purpose of observing the work of teachers, of giving them instruction and counsel, and of teaching model lessons in the school rooms for their benefit. During such visits they shall, whenever they deem it advisable, hold conferences of teachers for the discussion of matters connected with the work of the schools. They shall confer with the principals regarding the conditions of their schools and the work of individual teachers, making suggestions for the improvement of the schools and conveying the instructions received from the City Superintendent.

They shall, in so far as possible, in their work follow regular programs approved by the City Superintendent, and whenever it is necessary to vary the programs they shall notify him promptly of the change. They shall hold and conduct meetings of teachers in their respective departments at such times and places as may be determined by the City Superintendent. At these meetings they shall discuss educational topics and the details of their work in accordance with the general plans received from the City Superintendent. They shall, at stated times, report to the City Superintendent upon the work of their respective departments.

VIII.—TEACHERS' MEETINGS.

Meetings of all teachers of the public schools and of the various grades and classes of such teachers shall be held from time to time at the call and under the direction of the City Superintendent. It shall be the duty of all teachers to attend such meetings when called, unless excused by the City Superintendent.

IX.—BUILDINGS.

I. USE.

The school houses shall be used for no other purposes than such as are immediately connected with the system of public instruction, and during the school hours mentioned in these regulations, unless by special permission of the Board.

2. INSURANCE.

The buildings, furniture, libraries and school apparatus shall be kept insured for such amounts as the President may deem reasonable or the Board may direct.

3. CARE.

All school buildings shall be opened and closed by and in the care of janitors. They shall perform such duties as the Committee on Buildings, Grounds, and Supplies shall direct, and their compensation therefor shall be as the Board may prescribe.

X.—SCHOOL DISTRICTS.

The schools may be designated by the names of the streets on which they are located. Their school districts shall be as follows:

PRIMARY SCHOOL DISTRICT BOUNDARIES

Abington Avenue.—Beginning at the western city line, the Old Bloomfield Road, the Morris Canal, Third Avenue to the western city line.

Alexander Street.—Beginning at Halsted Avenue, northern city line, South 20th Street, southern city line, Stuyvesant Avenue (not including said avenue), South Orange avenue, Halsted Avenue (not including said avenue), to northern city line.

Ann Street.—Beginning at the southern city line, Avenue G, South Street, Sandford Street, Oliver Street, Van Buren Street, Elm Street, Lang Street, Hamburg Place, Kossuth Street (both sides), Magazine Street, Avenue L, Hamburg Place to the Newark Bay.

Avon Avenue.—Beginning at South 12th Street, Madison Avenue (both sides), Belmont Avenue (not including said avenue), Rose Street, West Rose Street (both sides), South 10th Street (both sides), Springfield Avenue, South 12th Street (both sides), to Madison Avenue.

Belmont Avenue.—Beginning at Belmont Avenue, Seventeenth Avenue, Hunterdon Street, Springfield Avenue,

Bruce Street, Fifteenth Avenue, Springfield Avenue, Prince Street (not including said street from Springfield Avenue to Morton Street), West Kinney Street (not including said street), Barclay street, Montgomery Street, Prince Street, Spruce Street (not including said street), Belmont Avenue, to Seventeenth Avenue.

Bergen Street.—Beginning at Hawthorne Avenue, Osborne Terrace, Clinton Avenue, Baldwin Avenue (both sides), Madison Avenue (not including said avenue), Belmont Avenue (not including said avenue), Clinton Avenue, West Newark R. R., Hawthorne Avenue to Osborne Terrace.

Bruce Street.—Beginning at South Orange Avenue, Wallace Street, Wallace Place, Warren Street, Littleton Avenue (not including said avenue from Thirteenth Avenue to South Orange Avenue), South Orange Avenue to Wallace Street.

Burnet Street.—Beginning at the Passaic River, Rector Street, Broad Street, Central Avenue, Halsey Street, Bleeker Street (not including said street from High Street to Summit Street), Summit Street, Sussex Avenue, Boyden Street, Lackawanna Avenue, Nesbit Street, Eighth Avenue, Sheffield Street, Seventh Avenue (not including said avenue), Belleville Avenue (not including said avenue), Broad Street, Clay Street, Carlisle Place to the river.

Camden Street.—Beginning at Springfield Avenue, South Sixth Street (both sides), Fifteenth Avenue (not including said avenue), Littleton Avenue (not including said avenue), South Orange Avenue, Morris Avenue (not including said avenue), Springfield Avenue to South Sixth Street.

Central Avenue.—Beginning at Summit Street, Bleeker Street (not including said street), Lock Street, New Street, the Morris Canal, Central Avenue, Morris Avenue, the Morris Canal, Lackawanna Avenue, Boyden Street, Sussex Avenue, Summit Street to Bleeker Street.

Charlton Street.—Beginning at Montgomery Street, Prince Street (east side of said street only), Spruce Street, Barclay Street, Waverly Avenue, Somerset Street, Avon

Avenue, Belmont Avenue, Spruce Street (both sides of said street), to Prince Street.

Chestnut Street.—Beginning at N. J. R. R. Avenue, Wright Street, Broad Street, Murray Street, Clinton Avenue, Broad Street, Green Street (both sides), N. J. R. R. Avenue to Wright Street.

Eighteenth Avenue.—Beginning at Avon Avenue, Belmont Avenue, Seventeenth Avenue, Hunterdon Street, Rose Street, to Belmont Avenue.

Elizabeth Avenue.—Beginning at Hawthorne Avenue, New Jersey Railroad Avenue, Poinier Street (both sides), Elizabeth Avenue, thence in a direct westerly line to Milford Avenue, (not including said avenue), Clinton Avenue (not including said avenue), Stratford Place (not including said place), Avon Avenue, Belmont Avenue (both sides), Clinton Avenue, West Newark Railroad, Hawthorne Avenue to New Jersey Railroad Avenue.

Elliot Street.—Beginning at the Passaic River, Elwood Avenue, Mt. Prospect Avenue to the Second River.

Fifteenth Avenue.—Beginning at South Twentieth Street, Eleventh Avenue, South Eighteenth Street, South Orange Avenue (both sides), South Twelfth Street, Fifteenth Avenue (not including said avenue), South Twelfth Street (both sides), Springfield Avenue, western city line, South Twentieth Street to Eleventh Avenue.

Fourteenth Avenue.—Beginning at Thirteenth Avenue, South 12th Street, Fifteenth Avenue (both sides), Littleton Avenue (both sides), Thirteenth Avenue (both sides), to South 12th Street.

Franklin.—Beginning at the Morris Canal, Bloomfield Avenue, Fourth Avenue, Summer Avenue, Crane Street (not including said street), Stone Street, Sixth Avenue (not including said avenue), Clifton Avenue (not including said avenue), Eighth Avenue (not including said avenue), Lackawanna Avenue, the Morris Canal to Bloomfield Avenue.

Hamburg Place.—Beginning at Adams Street, N. & N. Y. R. R., Chambers Street, Ferry Street, Niagara Street, Kossuth Street (not including said street), Hamburg Place,

Lang Street, Elm Street, Van Buren Street, Lafayette Street, Adams Street (both sides), to N. & N. Y. R. R.

Hawkins Street.—Beginning at the Passaic River, Lexington Street, Ferry Street, N. & N. Y. R. R., Newark and Passaic R. R., Magazine Street, Avenue L, Hamburg Place to Newark Bay.

Hawthorne Avenue.—Beginning at the western city line, Clinton Avenue, South Twelfth Street (both sides), Madison Avenue (not including said avenue), Baldwin Avenue (not including said avenue), Clinton Avenue, Osborne Terrace, Clinton Township line, thence following the course of said line to the western city line.

Lafayette Street.—Beginning at the Passaic River, N. J. R. R. Avenue, Elm Street (not including said street), Madison Street, Lafayette Street, Adams Street (not including said street from Lafayette Street to N. & N. Y. R. R., thence both sides), thence in a direct line to the Passaic River.

Lawrence Street.—Beginning at the Passaic River, Rector Street, Broad Street, Green Street (not including said street), N. J. R. R. Avenue to the Passaic River.

Lincoln.—Beginning at the northern city line, Halsted Avenue, South Orange Avenue, Stuyvesant Avenue (both sides), Southern city line, western city line, northern city line, to Halsted Avenue.

Miller Street.—Beginning at N. J. R. R. Avenue, Poinier Street (not including said street), Elizabeth Avenue, thence in a direct westerly line to Milford Avenue (both sides), Clinton Avenue (both sides), Stratford Place (both sides), Avon Avenue, Clinton Avenue, Murray Street, Broad Street, Wright Street, N. J. R. R. Avenue to Poinier Street.

Monmouth Street.—Beginning at High Street, Clinton Avenue, Avon Avenue, Somerset Street, Waverly Avenue, Barclay Street, Spruce Street, Prince Street (not including said street), Montgomery Street, Barclay Street, West Kinney Street (not including said street), High Street (not including said street), to Clinton Avenue.

Morton Street.—Beginning at High Street, West Kinney Street (both sides), Prince Street (both sides from Morton Street to Springfield Avenue), Springfield Avenue, Rankin Street, South Orange Avenue, Springfield Avenue, High Street (not including said street), to West Kinney Street.

Newton Street.—Beginning at Beacon Street, South Orange Avenue, Morris Avenue (both sides), Springfield Avenue, Bruce Street, Fifteenth Avenue, Springfield Avenue, Beacon Street (not including said street), to South Orange Avenue.

Normal and Training, Training Department.—Beginning at Broad Street, Market Street, Springfield Avenue, High Street, Bleecker Street, Halsey Street, Central Avenue, Broad Street to Market Street.

North Seventh Street.—Beginning at the western city line, Third Avenue, the Morris Canal, Seventh Avenue (not including said avenue from Fifth Street to city line), western city line to Third Avenue.

Oliver Street.—Beginning at N. J. R. R. Avenue, Walnut Street (not including said street), Pacific Street, Nichols Street (not including said street), Van Buren Street, Oliver Street, Jefferson Street, Malvern Street, Pacific Street, Vesey Street (not including said street), N. J. R. R. Avenue, to Walnut Street.

Ridge Street.—Beginning at the Second River, Mount Prospect Avenue, Chester Avenue, the Morris Canal, Old Bloomfield Road to the northern city line.

Roseville Avenue.—Beginning at the western city line, Seventh Avenue (both sides), Fifth Street, Central Avenue, Warren Street (both sides), Ninth Avenue (both sides), western city line to Seventh Avenue.

Seventh Avenue.—Beginning at Lackawanna Avenue, Nesbitt Street, Eighth Avenue, Sheffield Street, Seventh Avenue (both sides), Garside Street (both sides), Sixth Avenue (both sides), Clifton Avenue, Eighth Avenue (both sides), Lackawanna Avenue to Nesbitt Street.

South Street.—Beginning at the southern city line, N. J. R. R. Avenue, Vesey Street (both sides), Pacific Street, Malvern Street, Jefferson Street, Oliver Street, Sandford Street, South Street, Avenue G to the southern city line.

South Eighth Street.—Beginning at the western city line, Ninth Avenue (not including said avenue), Warren Street (not including said street from Ninth Avenue to Fifth Street), Littleton Avenue, Thirteenth Avenue (not including said avenue), South Twelfth Street, South Orange Avenue (not including said avenue), South Eighteenth Street, Eleventh Avenue, western city line to Ninth Avenue.

South Market Street.—Beginning at the Passaic River, in a direct line to Adams Street (not including said street), N. & N. Y. R. R., Chambers Street, Ferry Street, Niagara Street, Kossuth Street (not including said street), Magazine Street, Newark and Passaic R. R., N. & N. Y. R. R., Ferry Street, Lexington Street to the Passaic River.

South Sixteenth Street.—Beginning at the western city line, Springfield Avenue, South 12th Street (not including said street), Clinton Avenue, western city line, to Springfield Avenue.

South Tenth Street.—Beginning at the western city line, Fifteenth Avenue (not including said avenue), Camden Street, Springfield Avenue, to South Sixth Street, thence in a direct line through Treacy Avenue to Avon Avenue to the western city line.

Summer Avenue.—Beginning at the Passaic River, Fourth Avenue, Bloomfield Avenue, the Morris Canal, Chester Avenue, Mt. Prospect Avenue (not including said avenue), Arlington Avenue, Summer Avenue (not including said avenue), Nursery Street, Belleville Avenue, Herbert Place, to the Passaic River.

Summer Place.—Beginning at the Passaic River, Herbert Place, Belleville Avenue, Nursery Street, Summer Avenue (both sides), Arlington Avenue, Mt. Prospect Avenue (both sides), Elwood Avenue to the Passaic River.

Sussex Avenue, Primary Grades.—Beginning at Fifth Street, Seventh Avenue, the Morris Canal, Morris Avenue, Warren Street, Fifth Street to Seventh Avenue.

Sussex Avenue, Grammar Grades.—Beginning at the western city line, Seventh Avenue, the Morris Canal, Morris Avenue, Warren Street, Orange Street to the western city line.

Thirteenth Avenue.—Beginning at High Street, Springfield Avenue, South Orange Avenue, Rankin Street, Springfield Avenue, Beacon Street (both sides), South Orange Avenue, Wallace Street, Bank Street, High Street to Springfield Avenue.

Walnut Street.—Beginning at N. J. R. R. Avenue, Elm Street (both sides), Madison Street, Lafayette Street, Van Buren Street, Nichols Street (both sides), Pacific Street, Walnut Street (both sides), N. J. R. R. Avenue to Elm Street.

Warren Street.—Beginning at High Street, Bank Street, Wallace Street, Wallace Place, Warren Street, Morris Avenue, Central Avenue, the Morris Canal, New Street, Lock Street, Bleecker Street (both sides), High Street to Bank Street.

Washington Street.—Beginning at Broad Street, Market Street, Springfield Avenue, High Street (both sides), Clinton Avenue, Broad Street to Market Street.

Waverly Avenue.—Beginning at South Tenth Street, Springfield Avenue, Hunterdon Street, Rose Street, West Rose Street (not including said street), South 10th Street (not including said street), to Springfield Avenue.

Webster Street.—Beginning at the Passaic River, Carlisle Place, Ogden Street, Clay Street, Broad Street, Belleville Avenue (both sides), Seventh Avenue (both sides) to Sheffield Street, thence, not including said avenue, to Garside Street (not including said street), Sixth Avenue (both sides), Stone Street, Crane Street (both sides), Summer Avenue, Fourth Avenue to the river.

GRAMMAR SCHOOL DISTRICT BOUNDARIES

Alexander Street.—Beginning at South 20th Street, northern city line, western city line, southern city line, South 20th Street, to northern city line.

Belmont Avenue.—Beginning at Belmont Avenue, Seventeenth Avenue, Hunterdon Street, Springfield Avenue, Bruce Street, Fifteenth Avenue, Springfield Avenue, Prince Street (not including said street from Springfield Avenue to Morton Street), West Kinney street (not including said street), Barclay Street, Montgomery Street, Prince Street, Spruce Street (not including said street), Belmont Avenue. to Seventeenth Avenue.

Bergen Street.—Beginning at southern city line, Clinton Place (not including said place), Hawthorne Avenue (not including said avenue), Osborne Terrace, Clinton Avenue, Baldwin Avenue (both sides), Avon Avenue, Belmont Avenue, Clinton Avenue, West Newark R. R., Badger Avenue, thence in a direct line to the southern city line.

Burnet Street.—Beginning at the Passaic River, Rector Street, Broad Street, West Park Street, Halsey Street, Warren Street, High Street, Bleecker Street (not including said street), Summit Street, Sussex Avenue, Boyden Street, Lackawanna Avenue, Sheffield Street, Seventh Avenue, Belleville Avenue, Broad Street, Clay Street, Ogden Street, Carlisle Place to the Passaic River.

Central Avenue.—Beginning at High Street, Bank Street, Bergen Street, Warren Street, Second Street, Lackawanna Avenue, Boyden Street, Sussex Avenue, Summit Street, Bleecker Street (both sides), High Street to Bank Street.

Chestnut Street.—Beginning at N. J. R. R. Avenue, Wright Street, Broad Street, Murray Street, Clinton Avenue, Broad Street, Green Street (both sides), N. J. R. R. Avenue to Wright Street.

Eighteenth Avenue.—Beginning at Belmont Avenue, Seventeenth Avenue, Hunterdon Street, Springfield Avenue, to South Sixth Street, thence in a direct line south through Treacy Avenue to Avon Avenue, Avon Place, Waverly

Avenue, Somerset Street, Montgomery Street, Prince Street, Spruce Street (both sides), Belmont Avenue, to Seventeenth Avenue.

Elliot Street.—Beginning at the Passaic River, Chester Avenue, the Morris Canal, the Old Bloomfield Road, the western city line to the Second River.

Fourteenth Avenue.—Beginning at South Twelfth Street, Thirteenth Avenue, Fairmount Avenue (both sides), Fifteenth Avenue (both sides), South Twentieth Street, South Orange Avenue (both sides), South Twelfth Street to Thirteenth Avenue.

Franklin.—Beginning at the Passaic River, Fourth Avenue, Bloomfield Avenue, the Morris Canal, Lackawanna Avenue, Sheffield Street, Seventh Avenue, Belleville Avenue, Broad Street, Clay Street, Ogden Street, Carlisle Place to the Passaic river.

Hamburg Place.—Beginning at Adams Street, N. & N. Y. R. R., Chambers Street, Ferry Street, Niagara Street, Margaretta Street, Avenue L, Hamburg Place, Newark Bay, along the bay to the southern city line, Avenue G, South Street, Sandford Street, Walnut Street, Van Buren Street, Lafayette Street, Adams Street (both sides), to N. & N. Y. R. R.

Hawthorne Avenue.—Beginning at the southern city line, Clinton Place (both sides), Hawthorne Avenue (both sides), Osborne Terrace, Clinton Avenue, Baldwin Avenue (not including said avenue), Avon Avenue to the western city line.

Lafayette Street.—Beginning at the Passaic River, N. J. R. R. Avenue, Walnut Street, Van Buren Street, Lafayette Street, Adams Street (not including said street to N. & N. Y. R. R., thence both sides), thence in a direct line to the Passaic River.

Lawrence Street (Fifth and Sixth Grades).—Beginning at the Passaic River, Rector Street, Broad Street, West Park Street, Halsey Street, Warren Street, High Street, Market Street, Broad Street, Green Street (not including said street), N. J. R. R. Avenue to the Passaic River.

Miller Street.—Beginning at the southern city line, Pennsylvania R. R., Wright Street, Broad Street, Murray Street, Clinton Avenue, High Street, Waverly Avenue, Avon Place, Avon Avenue, Belmont Avenue, Clinton Avenue, West Newark R. R., Badger Avenue, thence in a direct line to the southern city line.

Morton Street.—Beginning at High Street, West Kinney Street (both sides), West Street, Montgomery Street, Barclay Street, West Kinney Street (both sides), Prince Street (both sides from Morton Street to Springfield Avenue), Springfield Avenue, Rankin Street, South Orange Avenue, Springfield Avenue, High Street (not including said street), to West Kinney Street.

Newton Street.—Beginning at Beacon Street, South Orange Avenue, Fairmount Avenue (not including said avenue), Springfield Avenue, Bruce Street, Fifteenth Avenue, Springfield Avenue, Beacon Street (not including said street), to South Orange Avenue.

North Seventh Street.—Beginning at the western city line, the old Bloomfield Road, the Morris Canal, Lackawanna Avenue to the western city line.

Oliver Street.—Beginning at the southern city line, N. J. R. R. Avenue, Walnut Street, Sandford Street, South Street, Avenue G to the southern city line.

South Eighth Street.—Beginning at the western city line, Lackawanna Avenue, Second Street, Warren Street, Bergen Street, Bank Street, Littleton Avenue, Thirteenth Avenue, South Twelfth Street, South Orange Avenue (not including said avenue), South Twentieth Street to the western city line.

South Market Street.—Beginning at the Passaic River, in a direct line to Adams Street (not including said street) N. & N. Y. R. R., Chambers Street, Ferry Street, Niagara Street, Margaretta Street, Avenue L. Hamburg Place to Newark Bay.

South Tenth Street.—Beginning at the western city line, Fifteenth Avenue (not including said avenue), Camden Street, Springfield Avenue to South Sixth Street, thence in

a direct line through Treacy Avenue to Avon Avenue to the western city line.

Summer Avenue.—Beginning at the Passaic River, Fourth Avenue, Bloomfield Avenue, the Morris Canal, Chester Avenue to the Passaic River.

Thirteenth Avenue.—Beginning at High Street, Bank Street, Littleton Avenue, Thirteenth Avenue, Fairmount Avenue (not including said avenue), South Orange Avenue, Beacon Street (both sides), Springfield Avenue, Rankin Street, South Orange Avenue, Springfield Avenue, High Street to Bank Street.

Washington Street.—Beginning at Broad Street, Market Street, High Street (both sides), West Kinney Street (not including said street), West Street, Montgomery Street, Somerset Street, Waverly Avenue, High Street, Clinton Avenue, Broad Street to Market Street.

XI.

EXAMINATION AND APPOINTMENT
OF TEACHERS

1

All licenses to teach in the public schools of the city of Newark shall be granted solely by the Board of Examiners hereinafter provided under such rules and regulations as the Board of Education shall from time to time prescribe.

There shall be held at stated intervals in each year a public examination at which examination any applicants for positions in the public schools may present themselves.

The questions for such examinations shall be prepared by the Board of Examiners and adopted by a majority vote of said Board at a regular or special meeting.

All papers shall be examined and rated by the Board of Examiners and the results adopted by a majority vote of said Board.

Applicants who desire to divide the examinations will be permitted to do so provided all subjects are completed within a period of two years from the date of the first examination.

Teachers already in the employ of the Board who desire to take an examination for promotion may divide such examination, provided all the subjects required are completed successfully within two years; failure to successfully complete the examination within two years will necessitate re-examination in all subjects.

All examinations shall be public and records of the same filed in the office of the City Superintendent.

All certificates of qualification that may hereafter be granted by the Board of Examiners, excepting certificates of teachers who have received permanent appointment by the Board of Education, shall become inoperative after a period of three (3) years from the date of their issuance and shall be subject at all times to all such regulations and requirements as the Board of Education shall from time to time prescribe.

All persons holding certificates heretofore granted, but who have not received permanent appointment by the Board of Education within three years of the date of the issuance of their certificates, shall be required to submit to the Board of Examiners a new certificate of health and to appear before said Board for inquiry as to their present merit and fitness. All certificates may be renewed by the Board of Examiners for a period of three years upon satisfactory evidence of merit and fitness.

2

All applicants, except as hereinafter specified, shall be examined in the following subjects:

Group A. (1) Arithmetic; (2) Elementary Algebra; (3) English Language and Grammar; (4) History of the United States; (5) Geography; (6) Spelling; (7) Writing; (8) Reading and Literature; (9) Science (one of the following: botany, physical geography, physics, or zoology).

Group B. (1) Elementary Psychology; (2) Theory and Practice of Teaching; (3) History of Education; (4) Physiology and Hygiene; (5) Drawing; (6) Vocal Music.

Candidates possessing a diploma from an approved four years' high school course, or candidates presenting evidence of academic training equivalent to that covered by such a diploma, may be exempted from examination in the subjects of *Group A*.

Graduates from normal schools, the professional courses of which cover a period of not less than two years may be exempted from examination in the subjects of *Group B*.

3

Applicants for positions as vice principals, head assistants, and first assistants in grammar schools, shall be required to pass an examination in one subject in each of four of the following groups, namely, groups 1 and 6, and any two other groups:

1. English (includes grammar, composition, rhetoric and literature).

2. Mathematics (algebra or plane geometry).
3. History (includes ancient, mediæval and modern).
4. Art (music or drawing).
5. Science (botany, physical geography, physics, astronomy, geology, chemistry, *or* zoology. The subject selected in the elementary examination should not be repeated in the higher examination).
6. Science and Art of Teaching.

The examination in groups 1, 3 and 6 will be based upon syllabi issued by the Board of Examiners from time to time.

No grammar head assistant's and no first assistant's license, however, shall be issued to any teacher who has not had at least three years' successful experience in teaching, and who has not received permanent appointment; and no grammar vice principal's license shall be issued to any teacher who has not had at least five years' successful experience in teaching, of which two years shall have been either as head assistant or as first assistant.

4

Applicants for positions as vice principals or head assistants in primary schools, shall be required to pass an examination in one subject in each of three of the following groups, namely, groups 1 and 6, and one other group:

1. English (includes grammar, composition, rhetoric and literature).
2. Kindergarten.
3. History (includes ancient, mediæval and modern).
4. Art (music, drawing, *or* manual training).
5. Science (botany, physical geography physics, astronomy, geology, chemistry, *or* zoology. The subject selected in the elementary examination should not be repeated in the higher examination).
6. Theory and Practice of Teaching in Primary Grades.

The examinations in groups 1, 3 and 6 will be based upon syllabi issued by the Board of Examiners from time to time.

No primary head assistant's license, however, shall be issued to any teacher who has not had at least three years' successful experience in teaching, and who has not received permanent appointment; and no primary vice principal's

license shall be issued to any teacher who has not had at least four years' successful experience in teaching, of which one year shall have been as head assistant.

5

Applicants for positions as principals, in addition to the examinations required under Rules 2 and 3, shall be examined in the following subjects:

1. Advanced English (based upon a syllabus issued by the Board of Examiners).
2. Mathematics (advanced algebra, *or* plane and solid geometry).
3. Science (one of the following: botany, physical geography, physics, chemistry, zoology, geology *or* astronomy. The subject selected in the examinations under Rules 2 and 3 should not be repeated in this examination).
4. School Management.
5. Psychology.
6. Theory and Practice of Teaching.
7. History of Education.
8. Manual Training.
9. Principles and Practice of the Kindergarten.

Candidates taking both the elementary and higher examinations shall be required to be examined in only such subjects in the elementary examination as are not repeated in the higher.

No license, however, shall be issued to any person who has not had five years' successful experience as a teacher, of which two years shall have been as principal of a graded school, or as vice principal of a grammar school in the City of Newark.

6

Applicants for positions in the High School, in addition to the subjects required under Rules 2 and 3, shall be examined in the special subjects of the department for which they apply.

7

Applicants for positions as kindergartners, in place of all other examinations, shall be examined in the following subjects:

Group A. (1) Arithmetic; (2) Elementary Algebra; (3) English Language and Literature; (4) History of the United States; (5) Geography; (6) Spelling; (7) Writing; (8) Science (one of the following: botany, physical geography, physics, or zoology).

Group B. (1) Elementary Psychology; (2) Theory and Practice of the Kindergarten; (3) History of Education; (4) Physiology and Hygiene; (5) Drawing; (6) Vocal and Instrumental Music.

Candidates possessing a diploma from an approved four years' high school course, or candidates presenting evidence of academic training equivalent to that covered by such a diploma, may be exempted from examination in the subjects of *Group A*.

Graduates from normal schools or from approved special kindergarten training schools, the professional courses of which cover a period of not less than two years, may be exempted from examination in the subjects of *Group B*.

8

All applicants for licenses, except teachers in the employ of the Board applying for promotion in the several grades, shall be rated by the Board of Examiners under three heads, viz.: scholarship, experience and personal fitness. A separate rating shall be given under each head as follows: a maximum of 50 per cent. for scholarship, a maximum of 25 per cent. for experience, and a maximum of 25 per cent. for personal fitness.

9

An average of seventy-five per cent. in all of the subjects required for any particular grade, with a minimum of seventy per cent. in any subject, shall be required. In ex-

aminations for promotion, a standing of seventy-five per cent. in each subject shall be necessary. The diploma of the Newark Normal and Training School shall be accepted in place of the examinations required under Rules 2 or 7.

10

The diploma of any college of good standing conferring the degrees of A. B., B. S., or Ph. B., and of the United States academies at West Point and Annapolis, and a first grade State certificate of the State of New Jersey, obtained by examination, may be accepted in place of all of the academic studies required in any of the above examinations.

11

The diplomas of the State Normal Schools of New Jersey, and of other schools for the professional training of teachers of equal standing with the above, whose professional courses cover a period of not less than two years, may be accepted in place of the examinations mentioned in Rule 2, provided that the holder of such a diploma holds also the diploma of a first-class high school or presents evidence of scholarship equivalent to that covered by such a diploma.

Records from approved universities, colleges or technical schools or approved summer schools, of the satisfactory completion of suitable courses of study in any of the subjects specified in any of the above rules or in any subjects deemed equivalents of the subjects specified, may be accepted in place of the examination in such subject.

12

The diploma of the State Normal Schools of New Jersey covering a full kindergarten course, and the diploma of such special kindergarten training schools as the Board of Examiners shall determine, may be accepted in place of the kindergarten examination, provided that the candidate presents evidence of scholarship equivalent to that covered by a high school diploma.

13

In the employment of teachers of special subjects, certificates or diplomas of special professional or technical schools, designed to train teachers for such positions, may be accepted in place of any or all of the above named examinations.

14

No teacher shall be appointed to any position in the public schools who is not at least eighteen years of age, and who has not met, in all respects, the requirements of the above rules; and no teacher not a graduate of a college or a professional training school shall be appointed, unless such teacher, in addition to the requirements of examination, can present a record of successful experience of at least two years of teaching.

15

An accredited list shall be kept in the office of the City Superintendent, containing the names of all the candidates for positions in the public schools of Newark who have met the requirements of the above rules, stating the manner in which the requirements have been met, whether by examination or presentation of a diploma, or certificate, or both, and giving references to testimonials on file.

16

It shall be the duty of the City Superintendent, in case vacancies occur in the teaching force in the public schools, to recommend to the proper committee suitable persons to fill such vacancies, taken from the accredited list, in every case, giving preference to those candidates whose records indicate that they are best qualified for the positions vacant, provided that in all cases graduates of the Newark Normal and Training School shall be given the preference over other candidates of equal experience and attainments. Such graduates shall be appointed in the order indicated by their standing upon graduation.

17

Each teacher employed in the public schools of Newark must serve a term of probation before receiving permanent appointment. At the end of five school months of such service, the City Superintendent shall report to the proper committee upon the work done by such teacher, giving due consideration to reports received from principals and supervisors. If the work is reported as unsatisfactory, and as not furnishing reasonable prospect of success, the services of such employe shall be dispensed with. If the work is reported as giving hope of ultimate success, the probationary period may be extended for five school months more. At the end of this period, if the work of the teacher is reported as satisfactory, he may receive a permanent appointment; if as totally unsatisfactory, his term of service shall be terminated forthwith; if as still doubtful but with reasonable prospect of success, his probationary term may be still further extended, to be reported upon at frequent intervals for action of the committee; but no teacher not recommended for permanent appointment shall be retained for a longer time than two years from the date of temporary appointment, except as may be directed for five months' extension by the Board on recommendation of the Committee on Instruction and Educational Supplies after special consideration of the facts and the merits of the case. The services of a teacher on probation may be dispensed with at any time after one year of probationary service, when it becomes evident that ultimate success is improbable.

18

Principals who have in their schools teachers serving probationary terms, shall at the end of five school months of such service, formally report to the City Superintendent upon the character of the work done by such teachers, with a recommendation as to their being granted a temporary appointment. At the end of each five months thereafter, the principal shall make a similar report on the work done by such teacher with a recommendation for his or her retention or dismissal, and at such other times as may seem to him

necessary or advisable, or as may be suggested by the City Superintendent.

19

All appointments, promotions and transfers of teachers shall be made by the Board on recommendation of the Committee on Instruction and Educational Supplies and by them from a list of eligible candidates presented by the City Superintendent, who shall make definite recommendation from the list for each appointment, promotion or transfer.

The Superintendent's recommendation shall be based upon experience, merit and fitness, to be ascertained so far as possible from the official records in possession of the Board of Education.

In the promotion of teachers, other things being equal, teachers employed in the school in which the vacancy occurs shall be given the preference.

All promotions involving an increase of salary shall be regarded as new appointments and subject to all the rules relating to the same.

20

Substitutes. First. That a license by the City Board of Examiners be required of all candidates for the position of substitute who meet the following requirements:

1. College graduates with or without experience in teaching.
2. Normal school graduates (approved schools only).
3. Kindergarten training school graduates (approved schools only).
4. Candidates who have three years or more of successful experience in teaching.
5. Holders of a State or County certificate (approved) in full force and effect.

All the foregoing to be exempted from a written examination, but to be required to pass satisfactory oral examination before the Board of Examiners.

Second. In lieu of the foregoing requirements, candidates will be required to pass a written examination in the

common English branches, including music, drawing, manual training (or kindergarten), and to pass satisfactory oral examination before the Board of Examiners.

21

Principals' Clerks. 1. That no person shall be appointed as clerk to a principal who does not hold a regular grade teacher's license for the City of Newark, or who does not hold a special license to be issued by the Board of Examiners and known as principal's clerk license.

2. That candidates for the license to be known as principal's clerk license shall be required to pass the examination for a substitute's license including, also, an examination in theory and practice of teaching, English and typewriting; that no candidate shall be eligible for this license who has not had three years of successful experience as a teacher.

22

All supervisors, clerks, stenographers and other employees connected with the office of the City Superintendent shall be appointed by the Board on recommendation of the Committee on Instruction and Educational Supplies from a list of eligible candidates presented by the City Superintendent, who shall make definite recommendation from the list for the appointment to be made. The City Superintendent shall base his recommendation upon scholarship, experience, merit and fitness to be ascertained as far as practicable from the records of the Board of Education. In the case of all applicants concerning whom there are no official records, the scholarship, experience, merit and fitness of candidates shall be ascertained by the Board of Examiners, who shall give a rating upon which the recommendation of the City Superintendent shall be based.

REGULATIONS OF THE BOARD OF EXAMINERS.

The certificates issued by the Board of Examiners shall be designated as follows:

(a) Principal.

(b) Vice-Principal—

High, Grammar, and Primary.

- (c) First Assistant—
High, and Grammar.
- (d) Head Assistant—
High, Grammar, and Primary.
- (e) Assistant—
High, Grammar, and Primary.
- (f) Kindergarten.
- (g) Manual Training.
- (h) Drawing.
- (i) Music.
- (j) Evening School.

Examinations shall be held as follows:

For Principal's License:

1. During the last week in August.
2. During the Christmas vacation.

For licenses as Vice-Principal, First Assistant, Head Assistant, and Assistant—Grammar and Primary:

1. During the last week in August.
2. During the Christmas vacation.
3. During the week including Good Friday.

For all others:

When vacancies occur and at discretion of the Board of Examiners.

Special examinations may be held at the discretion of the Board of Examiners.

All examinations shall be held at the Normal and Training School building. The hours shall be from 9 a. m. to 1 p. m. and from 2 to 6 p. m. Candidates to be examined during any session must be present at the beginning of such session.

Two hours shall be the maximum time allowed to a subject. At the expiration of this time all papers must be collected.

The subjects for the elementary examinations, grammar and primary assistants' licenses, shall be assigned in the following order:

First Day: Arithmetic, U. S. History, History of Education and Geography.

Second Day: English Language and Grammar, Physiology and Hygiene, Algebra, and Theory and Practice of Teaching.

Third Day: Psychology, Reading and Literature, Science, Vocal Music, and Drawing.

The standard in spelling and writing shall be obtained by judging the spelling and writing of all the papers with the exception of mathematics; all satisfactory papers in these subjects to be rated 75 per cent.

All applicants for certificates, except for promotion, must file with the Board of Examiners satisfactory evidence in writing of sound physical health and good moral character.

XII.

CERTIFICATION AND APPOINTMENT OF EVENING SCHOOL TEACHERS

1

There shall be created as rapidly as possible, a permanent corps of teachers for the evening schools of the city of Newark.

2

For all positions in the evening schools properly qualified candidates, not employed in the day schools, shall be secured, if possible. If enough of these cannot be secured teachers in the day schools may be employed to teach from year to year. But no person shall be employed to teach in an evening school whose record as a teacher in a day school for one year next preceding shall not be at least "good."

3

All new appointments shall be temporary. Temporary appointees, not employed in the day schools of this city, may receive permanent appointment under the regulations of this Board for the permanent appointment of teachers, upon recommendation of the City Superintendent, after one year's service.

4

Candidates shall be eligible to appointment as evening school teachers upon presentation of one of the following proofs of qualifications: A first grade county certificate of New Jersey, with a record of at least two years of successful experience; a diploma from a Normal School of recognized standing; a college diploma, accompanied by either a record of professional training or at least one year of successful experience in teaching; a second grade State certificate obtained after examination by the State Board of Education.

5

Candidates not possessing any of the above qualifications, upon passing satisfactorily the examination required under No. 2 of the Regulations for the Examination and Appointment of Teachers, and presenting a record of at least two years of successful experience in teaching, may be considered eligible for appointment.

6

Teachers with a record of at least one year of successful experience in the day schools or evening schools of Newark shall be considered as having met the requirements of these regulations.

7

EVENING HIGH SCHOOLS.—Candidates shall be eligible for appointment in the evening High Schools who present either a first grade State certificate or a college diploma, accompanied by a record of at least one year of successful experience.

8

Candidates not possessing either of the above qualifications may be subjected to an examination similar to that required for appointment in the day High School, and upon satisfactorily passing such examination and presenting a record of at least three years of successful experience in teaching, may be eligible for appointment.

9

Teachers possessing a record of successful experience in teaching in either day or evening High School of this city shall be considered as having met the above requirements of eligibility.

10

Candidates for evening school licenses in manual training, sewing, cooking, stenography, drawing and other special branches shall hold a regular elementary, high school or evening school license and a special license from the Board of Examiners in the subject to be taught. Certificates or diplomas of special professional or technical schools whose courses are approved by the Board of Examiners, may be accepted in place of any or all examinations. Candidates who do not hold a regular elementary, high school, or evening school license may receive a license as substitute upon passing a satisfactory examination in the subject or subjects to be taught.

11

No person shall be reappointed as teacher in an evening school, whose record for the year preceding, as reported by the principal of an evening school and confirmed by the supervisor of evening schools, shall not be at least "good;" except upon special recommendation of the City Superintendent, approved by the Committee on Instruction and Educational Supplies.

12

The term one year, as employed in these rules, shall be interpreted to mean an annual term of school, either day or evening, according to the rules of this Board.

XIII.

QUALIFICATIONS FOR PLAYGROUND TEACHERS

1st. All candidates for the position of director of playgrounds must possess the following qualifications:

Graduation from a four years' high school course and two years' normal school course; or two years' successful experience as an assistant in a playground.

2nd. All candidates for the position of assistant in playgrounds must possess the following qualifications:

Graduation from a four years' high school course and one year's attendance in a professional training school for teachers; or one year's successful experience as an assistant in a playground.

3d. All candidates for the position of director of gymnastics in playgrounds must possess the following qualifications:

Graduation from a four years' high school course and one year special training in physical culture at some approved school; or one year's satisfactory experience as assistant director of gymnastics in playgrounds.

4th. All candidates for the position of assistant director of gymnastics in playgrounds must possess the following qualifications:

Graduation from a four years' high school course and not less than one-half year's training in physical culture at some approved school.

5th. All candidates for above specified licenses shall be subject to the rules of the Board of Examiners for the examination and indorsement of certificates.

XIV.

GRADATION AND PROMOTION

1. For the purpose of gradation and promotion the school year shall be divided into two terms of twenty weeks each. In each grade there shall be two classes designated respectively the A and B classes, the A class being the more advanced. All promotions shall be made to the class next higher.

2. In grades one, two, and three, classes may be promoted at any time by the principal of the school, with the consent of the City Superintendent, upon the advice of the

teachers in charge, supplemented by such oral examinations as the Superintendent and principal shall deem advisable.

3. In all grades, from the fourth to the twelfth inclusive, at the end of each week, teachers shall prepare, on blanks furnished for the purpose, an estimate of the work of each student during the week. These estimates shall represent the judgment of the teachers upon the ability and industry displayed by the pupils in the various subjects pursued. They shall be recorded by the use of the numerals 1 to 10 in accordance with the following method of rating: 10—Perfect; 9—Excellent; 8—Good; 7—Passing Mark; 6—Poor; 5—Very Poor; 4—Degrees of Failure.

4. At frequent irregular intervals brief examinations or written reviews of various sorts shall be given the pupils in their respective classes, and a record of the results obtained in each case shall be kept by the teachers. Questions for at least one examination in each semester shall be furnished or specially authorized by the City Superintendent. The results of these examinations shall be reported to the City Superintendent, but shall not be made the basis for promotion. They shall be used and considered by the teachers as a guide and critique of his own work, and as one means for determining the character of the work of the students.

5. At the end of each month a report shall be sent to the parent or guardian of every pupil, giving the average of the weekly estimates taken from the teacher's record, modified by the average results of any written tests given during the month. Each of these reports signed by the parent or guardian shall be returned to the teacher.

6. At the end of each semester the teacher and principal together shall examine the record of each pupil, both as to weekly estimates and tests or examinations given during the term, taking into consideration all circumstances so far as known affecting the work of the pupil.

7. All pupils whose work has been found upon the whole satisfactory and all who have given evidence that they are qualified to do the work of the succeeding grade

shall be promoted. Those whose work has been found to be in the main unsatisfactory and those who have not given satisfactory evidence of ability to do the work of the succeeding grade shall not be promoted, provided that in the case of exceptional pupils conditional promotions for a definite time may be made.

In all cases of doubt the decision of the principal shall be final, provided, that in all cases of failure to be promoted, parents of the children thus failing may appeal to the principal, who shall, if unable to satisfy them of the justice of his decision give the children a fair examination upon the work of the semester using questions approved by the City Superintendent, the result of which examination shall determine the question of promotion.

8. Special individual conditional promotions to the class next higher shall be made whenever in the judgment of the teacher and principal the pupil is qualified to do the more advanced work and would be benefited by such promotion.

9. At the end of each semester a report of the work of each pupil during the semester shall be sent to his parents or guardian. Such report shall contain the record of the pupil's work in each subject by months, and in cases of failure to promote, the reason of such failure shall be clearly set forth.

10. Whenever it is clear, from the weekly records of the pupils, that the work done, if continued, will not warrant promotion it shall be the duty of the teachers to communicate with the parents and endeavor, if possible, to secure their cooperation in improving the work of the pupils.

11. Pupils having been promoted from one class to the class next higher who for two consecutive months fail to maintain a satisfactory standard, shall be returned to the grade from which they were advanced, if in the opinion of the principal and City Superintendent such failure is due to insufficient preparation for the work of the higher grade.

12. In case such demotions occur repeatedly and among the pupils promoted by any particular teacher, it shall be the duty of the principal to report the facts to the City Superintendent for his action.

XV.

NORMAL SCHOOL

1. Graduates of the Newark High School in good standing are entitled to admission to the Normal and Training School without further examination. Graduates of other high schools and institutions of equal rank with the Newark High School may be admitted upon recommendation of the City Superintendent, approved by the Chairman of the Committee on Instruction and Educational Supplies.

2. Applicants for admission not presenting diplomas from approved high schools or other equivalent evidences of scholarship must, before admission, pass an examination upon the subjects included in a four-year high school course.

3. Students in the Normal and Training School shall spend the first year in pursuing the regular studies of the course and in such observation in the training school as the principal may direct. At least one-half the senior year shall be spent in practice teaching under the observation and criticism of the training teachers.

4. Pupils who have failed to attend 90 per cent. of the required exercises of the Normal and Training School shall not be permitted to pass from class to class or to be graduated, except upon the written consent of the Chairman of the Committee on Instruction and Educational Supplies and the City Superintendent.

5. In the normal department monthly records shall be kept by each instructor and filed in the principal's office. At the end of the term (Jr. B and Jr. A) or half term (Sr. B and Sr. A) these monthly reports shall be combined with the formal examination in each subject.

6. In the practice department monthly records shall be kept by each critic and model teacher and filed in the principal's office. At the end of the practice term the student's final mark shall be based upon these monthly records. The general average of practice of each student for all practice terms shall be based on the reports of all critics.

7. Students whose term rating is less than 75 per cent. in two or more subjects shall not be promoted from term to term. Students failing in any subject shall be re-examined at once in that subject. Failure to pass a second examination shall constitute a condition in said subject, and the graduation of a student shall be deferred until all such conditions are passed at a regular standing of 75 per cent.

8. Students who fail in the first half term of senior practice (A or B) shall remain in such practice until they have reached the required standing.

9. Students failing to reach the required standing in the academic department (A or B) shall remain in the academic department until they have reached the required standing.

10. A student who shall complete the section work in either the academic or practice department in mid-term shall take extra practice assigned by the principal until the end of the current term.

11. No student shall be graduated from the Normal and Training school who has not completed satisfactorily all of the required subjects and attained a standing of 75 per cent. in each subject of the regular course of study and an average rating of 75 per cent. for three terms of practice, with a standing of not less than 75 per cent. for any one practice term.

12. At the end of the senior year a careful review shall be made of each student's record for the entire two years' course. The principal, in conference with the various teachers concerned with the scholarship or practice teaching of the students, shall pass upon all such records and shall determine the question of graduation for each student and grade the graduates in the kindergarten and regular departments. A graded list of such graduates shall be filed with the City Superintendent of Schools.

13. Graduates of the Normal and Training School applying for positions in the schools shall be appointed strictly in the order in which their names appear upon these lists, provided that no graduate of the Normal and Training

School or other person not of good moral character and sound physical health shall have the right to be appointed as a teacher in the schools of Newark.

14. When, because of previous failures or conditions a student shall not complete all records required until the end of a senior mid-term, such student shall be considered as an undergraduate until the end of the semester and as such shall be regularly assigned to work at the discretion of the principal.

15. No student shall be graduated from the Normal and Training School except at the stated graduations occurring, respectively, at the end of January and June.

16. No normal undergraduate expecting graduation or temporarily dropping from the school and expecting reinstatement, shall be permitted to serve as substitute teacher.

XVI.

TRANSFER OF PUPILS TO THE UNGRADED SCHOOLS

1. Whenever, in the judgment of the principal of any of the public schools of Newark, a pupil in his school is a fit subject for transfer to the Ungraded School, he shall so recommend to the City Superintendent on blanks prepared for that purpose giving in full his reasons for such recommendation.

2. The City Superintendent shall forthwith investigate the case reported either personally or through the Supervisor of Attendance by visiting the school, conferring with the principal and parents, examining into the environment of the pupil and in every way possible acquainting himself with those conditions which have determined the pupil's character. A record of this investigation shall be kept in the office of the City Superintendent.

3. If after such investigation and conference the City Superintendent is satisfied that all suitable means of control in the school to which the pupil belongs have been employed and that it is essential for his welfare that he be assigned to an Ungraded School he shall forthwith grant him the necessary transfer.

4. All transfers to an Ungraded School shall be for an indefinite period.

5. Whenever the City Superintendent upon the recommendation of the principal of the Ungraded School and the Supervisor of Attendance, is convinced that any pupil in said school has made substantial improvement in conduct and give sufficient grounds for the belief that his conduct in the future will be satisfactory to warrant such action, the Superintendent shall revoke his transfer and assign him to a graded school.

6. When any pupil in an Ungraded School fails to conform in a reasonable degree to its regulations, and shows himself utterly incorrigible by ordinary means and beyond the control of the teacher of said school it shall be the duty of the City Superintendent to recommend him for commitment to the City Home.

7. Attendance officers shall be required to call at the Ungraded Schools at the opening of the morning and afternoon sessions of each day to receive from the teachers the names and addresses of absent pupils. They shall be further requested to visit at once the homes of such pupils and ascertain the reasons for their absence, and, if possible, return them to the school.

XVII.

MEDICAL INSPECTION OF SCHOOLS

INSTRUCTIONS FOR MEDICAL INSPECTORS

RULE 1. Inspectors shall visit all the schools in their respective districts between the hours of 9 and 11 a. m. each school day, and so far as possible at the same hour, or as may be directed from time to time by the Supervisor of Medical Inspection.

RULE 2. Inspectors shall sign the attendance book in the principal's office, stating the time of arrival and departure. Where this is not done, the inspector will be considered as absent.

RULE 3. They shall carefully examine each pupil isolated by the principal or teacher, and cause to be excluded those showing symptoms of any contagious or infectious disease or diseases; namely, smallpox, scarlet fever, diphtheria, whooping cough, mumps, measles, chicken pox, pulmonary tuberculosis, epidemic cerebro-spinal meningitis, ring worm, contagious impetigo, favus, scabies, pediculosis, typhus, typhoid fever. These pupils are not to return to their classes without being re-examined by the inspector.

RULE 4. Inspectors shall exclude from attendance any pupil suffering with diseases and conditions other than those named in Rule 3 until well or until positive evidence is furnished that the pupil is being properly attended by a physician.

RULE 5. They shall supply each pupil excluded with a card provided for that purpose filled out as directed thereon in ink. This card is to be taken home by the child and given to the parent or guardian.

RULE 6. Pupils excluded for any of the reasons above specified shall be informed by the inspector to return to school when well. They will be re-admitted only after re-inspection and approval by the inspector.

RULE 7. Inspectors shall visit each classroom at least once a month and oftener, if necessary, to examine every pupil.

RULE 8. Inspectors shall not under any circumstances prescribe or suggest treatment or in any manner interfere with the attendance of the regular family physician, except in pediculosis, scabies, trichophytosis, contagious impetigo, when considered advisable, using proper forms.

RULE 9. A physical examination shall be made of every pupil before enrollment, and as soon as possible, of each child in the schools. A record shall be kept of his findings on the forms supplied by this office. When defects, such as appear on the physical record card, are found which can be removed, a form filled out by the inspector stating conditions and treatment required shall be sent home to parent or guardian. At the end of each school month,

inspectors shall report on a form supplied by this department the number of physical examinations made at each school and percentage of defects found.

RULE 10. Inspectors shall make a daily written report to the Supervisor of Medical Inspection. This report must be mailed or delivered immediately upon finishing inspection.

RULE 11. Lectures shall be given by each inspector to the teachers at such times and on such subjects as the Supervisor of Medical Inspection shall specify.

RULE 12. Inspectors shall consider themselves responsible in all matters pertaining to the health of pupils and the sanitary condition of the schools allotted him, and shall decide all matters of quarantine subject to the rules of the Board of Health, except in cases of doubt, in which case it shall be referred to the Supervisor of Medical Inspection.

RULE 13. All reports and instructions to teachers, parents, or guardians, or this office, shall be written in ink on forms supplied by the department of Medical Inspection.

RULE 14. If for any reason an inspector shall be unable to visit the schools of his district, he must notify the office of the Supervisor of Medical Inspection before 9 a. m. the same day.

RULE 15. All necessary supplies will be furnished through the Board of Education to each school.

RULE 16.—Inspectors shall be at all times under the immediate control of the Supervisor of Medical Inspection in all matters pertaining to the performance of their duties.

RULE 17. Inspectors shall vaccinate free of charge any child producing the regular form or permit duly signed by the parent or guardian. He shall use all precautions in order to conduct a successful and aseptic operation.

RULE 18. Inspectors shall meet the Supervisor of Medical Inspection for conference at least once a month and at such other times as he may direct.

RULE 19. In case of the absence of a medical inspector from duty, the sum of two dollars (\$2.00) per day shall be

deducted from his salary and paid to the substitute who performs his work.

Each Medical Inspector shall, at the request of the Supervisor of Medical Inspection, in special cases of exclusion, call at the home of the pupil for the purpose of confirming the diagnosis of the nurse.

Medical Inspectors shall be appointed to serve for a term of one year, extending from February 1st to January 31st. In case a vacancy occurs, same shall be filled for the unexpired term only.

INSTRUCTIONS FOR PRINCIPALS AND TEACHERS

RULE 1. Principals and teachers are directed to assist the medical inspector in every way possible.

RULE 2. It shall be the duty of all teachers at the opening of school to select from their classes any child who appears to be ill or any child who, there is reason to believe, has been in contact, in the family or otherwise, with any one ill with a contagious or infectious disease. These children must be sent with a form filled out by the teacher to the inspector's room to wait for examination.

RULE 3. No pupil should be sent to the medical inspector without a form stating name, address, age and location or nature of illness. This form should be returned to the teacher stating the disposition of the case made by the inspector.

RULE 4. Teachers, pupils and janitors who have been ill with any of the following contagious diseases, or who reside where any of the same exist, to wit, scarlet fever, smallpox, diphtheria, cholera, yellow fever, typhus fever, epidemic cerebro-spinal meningitis, measles, whooping cough, mumps, and chicken pox, shall not be permitted to return to school until notice has been received from the Board of Health authorizing such admission and they have been examined by the medical inspector.

RULE 5. No pupil returning after exclusion or absence of more than five days shall be allowed to enter the classroom without the authority of the medical inspector.

RULE 6. Whenever a teacher shall discover in the absence of the medical inspector sufficient evidence of the existence of any disease necessitating *immediate* exclusion of a pupil, she shall so inform the principal, who shall exclude the pupil and notify the office of the Supervisor of Medical Inspection of his action, with the name, address, age and cause of exclusion.

RULE 7. No principal or teacher shall assume authority or take action in matters pertaining to the health of the children without consulting the medical inspector, except as stated in Rule 6.

RULE 8. No child shall be enrolled or allowed to stay in school until he or she has submitted to a physical examination by the medical inspector. The record of this examination shall be kept in the school. Where defects, such as appear on the physical record card, are found which can be removed, a form filled out by the inspector shall be sent to the parent or guardian requesting the removal of such defects before enrollment.

RULE 9. In all matters of doubt pertaining to quarantine, the opinion of the medical inspector shall be obtained; when this is not possible, the Supervisor of Medical Inspection shall be consulted.

RULE 10. Whenever a pupil is excluded from school on account of contagious disease the desk and seat shall be washed with an antiseptic solution recommended by the Board of Health, and the books of the pupil destroyed. Notice shall be sent at once to the Supervisor of Medical Inspection.

RULE 11. The Board of Health will notify the schools and the Board of Education, each school day, of the cases of contagious diseases reported to it during the preceding twenty-four hours.

RULE 12. Whenever it is considered advisable to disinfect and fumigate any classroom or school, the principal shall consult the medical inspector who shall notify the Supervisor of Medical Inspection.

RULE 13. No teacher or pupil shall be allowed to attend a school unless they have been successfully vaccinated. In times of epidemics of smallpox, teachers and pupils alike shall submit to re-vaccination whenever the medical inspector states the need of such vaccination, unless a certificate signed by a regularly licensed physician is produced stating that such teacher or pupil is an unfit subject for vaccination.

RULE 14. The Supervisor of Medical Inspection, in such cases and under such conditions as he shall deem justifiable and advisable, may after careful examination make exceptions under Rule 4.

INSTRUCTIONS FOR NURSES

RULE 1. Nurses shall at all times be under the direction of the Supervisor of Medical Inspection.

RULE 2. Applicants for the position of school nurse shall submit to an oral and written examination and also to a physical examination by the Supervisor of Medical Inspection. All applicants must hold a certificate of graduation from an approved training school for nurses, having a course of not less than two years.

RULE 3. The salary of each nurse shall be for the first year, \$720, second year, \$780, third year, \$840, fourth year, \$900, the maximum, in twelve monthly payments. In addition, each nurse shall be supplied with carfare at the expense of the Board of Education and with an outfit, consisting of a bag and supplies for treating her cases. These supplies shall be obtained on order from the Department of Medical Inspection.

RULE 4. Each nurse shall devote her entire time to the school work during the hours of service, which shall be from eight a. m. to twelve noon, and from one p. m. to five p. m. on all week days, except Saturday, when the hours of service shall be from eight a. m. to twelve noon, and at other times if required by the Supervisor of Medical Inspection in special cases. Nurses shall report to the office of the Supervisor of Medical Inspection each morning before eight a. m. for instructions, and shall attend

meetings with the Supervisor of Medical Inspection at his call. A daily report shall be made out by each nurse on forms supplied by the department and filed in the office of the Supervisor of Medical Inspection. Each nurse shall, on visiting a school, register her name, time of arrival and departure, in the attendance book in the principal's office.

RULE 5. Nurses shall perform classroom inspection once a month, or oftener if directed by the Supervisor of Medical Inspection. Nurses shall refer all cases of suspected disease or defect, except pediculosis, to the medical inspector for his opinion as to what shall be done. Where contagious disease is suspected and the doctor is not in the school, the child shall be excluded. The name, age, address, and school of child shall be reported immediately to the office of the Supervisor of Medical Inspection. All other diseases and defects which are not contagious shall be brought to the notice of the medical inspector as soon as possible.

RULE 6. The nurse shall have entire charge of all cases of pediculosis and uncleanness.

RULE 7. The diseases to be treated by the nurse are as follows: Ringworm, scabies, favus, impetigo, molluscum contagiosum, conjunctivitis, infected wounds, contusions, and uncleanness. No case of the above diseases shall be treated by a nurse without the diagnosis being confirmed by the medical inspector of the school which the child attends, and whenever possible, with the parents' consent. A record shall be kept of each child when placed under treatment by the nurse and the dates of subsequent treatment noted on forms supplied by the Board of Education.

RULE 8. It shall be the duty of the nurse to visit the homes in special cases, for the purpose of interviewing and instructing the parents or guardians. These visits shall be made before or after school hours and on Saturdays.

Cases to be Visited by the Nurse at Home.

1st. Flagrant cases of pediculosis. The nurse shall show the mother how to treat the condition and encourage persistence.

2d. Excluded cases that do not return at the appointed time.

3rd. The nurse shall call at the homes of any children whose parents have refused or neglected to comply with the request of the medical inspector or have not given a satisfactory reason for not doing so. At this time the nurse shall urge upon the parent the need of treatment, and, if necessary, demonstrate how it shall be done.

XVIII.

ATTENDANCE DEPARTMENT

1. In accordance with provisions of section 155 of the New Jersey School Law, the Board of Education shall appoint one or more persons to be designated as attendance (truant) officers and shall fix their compensation. Such officers shall exercise all the powers and perform all the duties of a truant officer as prescribed in said section.

2. Attendance officers shall be under the supervision and control of the Committee on Instruction and Educational Supplies and the City Superintendent together with the Supervisor of Attendance.

3. The Supervisor of Attendance shall, under the direction of the Committee on Instruction and Educational Supplies and the City Superintendent, direct and supervise the work of all attendance officers and shall be held responsible for the work of the attendance department.

4. The Supervisor of Attendance shall be empowered to divide the city into attendance districts and he shall assign an attendance officer to each district who shall be responsible for the faithful discharge of his or her duty in his or her district.

These districts may be changed from time to time and officers may be assigned to duty in any district.

5. The Supervisor of Attendance shall keep a record of the work of the several officers; keep a file of their reports and his own; keep a full record in detail of all cases of absence, truancy, and children not attending any school reported from all sources together with the disposition of the same.

6. The Supervisor of Attendance shall, under the direction of the Committee on Instruction and Educational Supplies and City Superintendent, cause complaints to be made before a magistrate for violations of the Compulsory Education Law and prosecute the same; he shall keep a record in detail of all such cases, together with the disposition of each case.
7. The Supervisor of Attendance shall keep his office open between the hours of eight-thirty o'clock in the morning and five o'clock in the afternoon and on Saturday morning from eight-thirty until twelve o'clock to receive the reports of attendance officers and for the transaction of general business of the Attendance Department.
8. At the regular meeting of the Board of Education each month, the Supervisor of Attendance shall submit a full and detailed report of the Attendance Department.
9. Attendance officers shall be required to investigate all reports of absence, truancy, and children not attending any school, given them by principals or the Supervisor of Attendance and report the result of such investigation to the Supervisor of Attendance and to principals on their visits to the schools. They shall make such further reports to the Supervisor of Attendance as may be required.
10. They shall be required to visit the schools in the district assigned to them at least every two days or oftener if directed by the Supervisor of Attendance, who may also assign each of them to duties outside of their districts.
11. They shall recommend to the Supervisor of Attendance for commitment to ungraded or other schools and for prosecution, all cases of continued violation of the compulsory education law; they shall also serve all necessary legal notices.
12. They shall keep a record in detail of all their work from day to day and report the same to the Supervisor of Attendance; at the end of each week they shall submit a report to the Supervisor of Attendance on blanks furnished them for that purpose.

13. All applications for certificates of exemption from attendance at day school under the provisions of chapter 144 of the laws of 1909, shall be made to the Supervisor of Attendance on blanks furnished for that purpose.

Such certificates may be granted, after investigation, by a committee composed of the chairman of the Committee on Instruction and Educational Supplies, the City Superintendent, and the Supervisor of Attendance.

REGULATIONS FOR THE EXAMINATION AND APPOINTMENT OF
ATTENDANCE (TRUANT) OFFICERS.

1. *Candidates.* Candidates shall be of good moral character, and of sound physical health as attested by the Supervisor of Medical Inspection.

2. *Written Examination.* Candidates shall be required to pass a written examination in the following subjects: reading (oral), writing, spelling, arithmetic, English language, and general knowledge of the City of Newark.

3. *Oral Examination.* Candidates shall also be required to pass an oral examination to determine their special fitness.

4. *Appointment.* All appointments shall be temporary and shall be made from an eligible list submitted by a board of examiners to consist of the City Superintendent, Supervisor of Attendance, and Chairman of the Committee on Instruction and Educational Supplies, in the order of ratings thereon.

5. *Salaries.* The salaries of attendance officers shall be as follows:

Male—1st year, \$900. 2nd year, \$1,000. 3rd year, \$1,100. 4th year, \$1,200.

Female—1st year, \$600. 2nd year, \$700. 3rd year, \$800. 4th year, \$900.

XIX.

MISCELLANEOUS

I. CONSTRUCTION.

In the construction of these regulations the word "teacher," in whatsoever relation the same may occur, shall be held and deemed to apply alike to principals, vice-principals, head assistants, first assistants, kindergarten directresses, kindergarten assistants, and assistants.

2. PUBLICATION.

Schedules of Salaries, Manual of Instruction, the Registers, the Records and "Instructions" for keeping the same, mentioned in these regulations, and all orders or directions of a uniform and general character for the guidance of employees or agents of the Board shall be prescribed, adopted, and tabulated by the Board, filed in their office for inspection, and, except the registers and records, published with and as part of the Annual Report.

3. EMPLOYEES.

All clerks, stenographers, or other employees in the offices of the Secretary of the Board shall be appointed only upon the recommendation of the Secretary approved by the Committee on Finance, the recommendation of the Secretary to be based upon merit and general fitness, to be ascertained as far as practicable by examination. One year's satisfactory service in the office of the Board shall be deemed sufficient to meet the above requirements, and such employees so appointed shall continue in their respective positions during good behavior and efficient service.

4. AMENDMENT.

The foregoing regulations for the government of the schools may be amended at a regular meeting by a vote of a majority of the members of the Board, but only after the proposed amendment has been read at two regular meetings of the Board, or by the unanimous consent of the members present at any regular meeting.

All supplements and amendments shall be adjusted to and from time to time incorporated and published with these regulations under appropriate titles and subdivisions.

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